



Sharon



2018

Annual Town Report

Acknowledgments

On September 11, the Fire Department unveiled a 9/11 memorial and community reflection site at the new fire station. The focal point is a Survivor Tree which is a descendant of the tree recovered at Ground Zero.

We are honored to have been awarded this living memorial and look forward to the public using the space to remember those lost not only as a result of 9/11 but any unimaginable tragedy.

The cover photo is courtesy of Lieutenant Daniel Greenfield, Sharon Fire Department.

The photo below is courtesy of Captain Michael Madden, Sharon Fire Department.



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In Memoriam

Alice Horowitz Cheyer
1935-2018



*We remember all those who served the Town and
passed away during the past year.*

SHARON

Town Elected/Appointed Officials & Staff

2018



Administrative Staff

Frederic E. Turkington, Jr., Town Administrator

Richard A. Gelerman, Town Counsel

Dr. Victoria Greer, Superintendent of Schools

Elizabeth Murphy, Asst. Superintendent for Curriculum & Administration

Dr. John Marcus, Asst. Superintendent for Information Services & Administration

Krishan M. Gupta, Finance Director/Town Accountant

Lisa C. Clark, Treasurer/Collector

Mark J. Mazur, Administrative Assessor

Donald P. Hillegass, Information Technology Systems Administrator

John E. Ford, Chief of Police

Tilden M. Kaufman, Chief of Police (retired April 2018)

James W. Wright, Fire Chief

Eric R. Hooper, Department of Public Works Superintendent

Peter M. O'Cain, Town Engineer

Michael J. Teixeira, Operations Division Supervisor

Wayne Walker, Water Division Supervisor

Kevin M. Weber, Forestry and Grounds Supervisor

Matthew R. Baldassari, Facilities Supervisor

Joseph X. Kent, Inspector of Buildings/Zoning Enforcement Officer

Marlene B. Chused, Town Clerk

Linda G. Berger, Recreation Director

Lee Ann B. Amend, Library Director

Kathleen M. Medeiros, Council on Aging Director

Beverly Anderson, Health Administrator

Sheila A. Miller, Public Health Nurse

Gregory E. Meister, Conservation Administrator

Ashley Vincent, Executive Director, Sharon Housing Authority

Diane A. Malcolmson, Animal Control Officer

Paul R. Bergeron, Veterans' Agent

Elected Officials

BOARD OF ASSESSORS

Ellen Wolfson Abelson, <i>Chair</i>	2019
Anne M. Carney	2020
Richard B. Gorden	2021

HOUSING AUTHORITY

Peter Melvin, <i>Secretary</i>	2019
Charlotte R. Dana, <i>Asst. Treasurer</i>	2020
Susan Saunders, <i>Vice Chair</i>	2021
Edwin S. Little, <i>Chair</i>	2023
Ralph Generazzo, <i>Treasurer</i>	2023
Ashley Vincent, <i>Executive Director</i>	

LIBRARY TRUSTEES

Andrew Hyland, <i>Secretary</i>	2019
Wendy Macarthur, <i>Trustee</i>	2019
Carolyn Weeks, <i>Treasurer</i>	2020
Loretta O'Brien, <i>Trustee</i>	2020
Cheryl Weinstein, <i>Chair</i>	2021
Robert A. Levin, <i>Vice Chair</i>	2021

MODERATOR

Andrew Nebenzahl	2020
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PLANNING BOARD

David M. Blaszkowsky	2019
Shannon L. McLaughlin	2020
Pasqualino Pannone, <i>Chair</i>	2021
Robert B. Maidman, <i>Vice Chair</i>	2022
Kai Richard Yu	2023

SCHOOL COMMITTEE

Marcy L. Kaplan	2019
Mena M. Mesiha	2019
Jonathan C. Hitter, <i>Chair</i>	2020
Amy L. Garcia	2020
Katie Currul-Dykeman	2021
Judith K. Crosby	2021
Heather J. Zelevinsky	2021
Emily E. Smith-Lee – <i>resigned 5/18</i>	

SELECTMEN

William A. Heitin, <i>Chair</i>	2019
Walter B. Roach, Jr., <i>Clerk</i>	2020
Emily E. Smith-Lee	2021

SOUTHEASTERN REGIONAL VOCATIONAL TECHNICAL SCHOOL REPRESENTATIVE

Mindy Marcia Kempner	2020
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TOWN CLERK

Marlene B. Chused	2020
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Appointed Officials

AUDIT COMMITTEE

Charles Goodman, *Finance Committee appt.*
 Kevin Brown, *Community at large appt.*
 David Fixler, *Community at large appt.*
 William A. Heitin, *Selectmen appt.*
 Jonathan Hitter, *School Committee appt.*
 Frederic E. Turkington, Jr., *Ex-officio*
 Krishan Gupta, *Ex-officio*

BOARD OF HEALTH

Edward Welch 2020
 Luba Raynus 2019
 Kenneth Zoller 2019
 Charles Levine 2018
 Jay Schwab, *Chair* 2018

CANOE RIVER AQUIFER ADVISORY COMMITTEE

Gregory Meister 2020
 Dave Masciarelli 2020

CAPITAL OUTLAY COMMITTEE 2017-2018

Paul Linehan, *Chair*
 Frederic E. Turkington, Jr., *Ex-officio*
 Krishan Gupta, *Ex-officio*
 William A. Heitin, *Selectmen appt.*
 Walter B. Roach, Jr., *Selectmen appt.*
 John J. McGrath, *Selectmen alt.*
 Gordon Gladstone, *Finance Com appt.*
 Alexander Korin, *Finance Com appt.*
 Anja Bernier, *Finance Com alt.*
 Marcy Kaplan, *School Com appt.*
 Emily Smith-Lee, *School Com appt.*
 Katie Currul-Dykeman, *School Com alt.*
 Robert B. Maidman, *Planning Board appt.*
 David Blaszkowsky, *Planning Board appt.*

CIVIL DEFENSE

Michael Polimer, *Director* 2018

COMMISSION ON DISABILITIES

Geila Aronson 2020
 Lois Diamond 2019
 Susan Friedman 2019
 Peter Melvin* *through 12/03/18* 2019
 Paul Remy, *Chair* 2018
 Susan Myerson 2018
 Amy L. Karas 2018
 Richard Seronick 2018

COMMUNITY PRESERVATION COMMITTEE

Susan Rich, *Historical Com appt.* 2020
 Susan Saunders, *Housing Auth appt.* 2020
 Marc Bluestein, *Selectmen appt* 2019
 Corey Snow, *Chair, Mod. appt.* 2018
 Keevin Geller, *Con Com appt.* 2018
 Benjamin Pinkowitz, *Planning appt.* 2018
 Eli Hauser, *Selectmen appt.* 2018

CONSERVATION COMMISSION

Margaret Arguimbau, *Chair* 2020
 Keevin Geller 2020
 Alan Westman 2020
 Michael J. Donatelle 2020
 Jonathan Wasserman 2019
 Meredith Avery de Carbonnel 2018
 Stephen Cremer 2018
 Gregory Meister, *Conservation Officer*

CONSTABLES

Neil J. McGrath 2020
 Robert McGrath 2020
 Leonard E. Segal 2020
 Daniel Sirkin 2020
 Tilden Kaufman 2020

COUNCIL ON AGING BOARD

Elliot Feldman, *Vice Chair* 2020
 Ralph Generazzo 2020
 Doris Ann Gladstone, *Alternate* 2020
 Richard Gorden 2020
 Mindy Kempner 2020
 Sui Wen Yang 2020
 Hridaya Bhargava 2019
 Rita Edelston 2019
 Neil Grossman 2019
 Robert B. Maidman, *Chair* 2018
 Mildred Berman 2018
 Madhav Kacker 2018
 Ruth Palan Lopez, *Alternate* 2018

DEPUTY COLLECTOR

Kelley & Ryan Associates 2018

DORCHESTER & SURPLUS REVENUE FUND

Bettye Outlaw
 Patricia MacDougall
 Elizabeth Siemiakaska

EDMUND H. TALBOT FUND

Shirley Schofield
Marie Cuneo
Paul Bergeron

ENERGY ADVISORY COMMITTEE

Silas Fyler 2021
George Aronson 2021
Lajos Kamocsay 2020
Sachin Patel 2020
Valerie White 2019

FENCE VIEWER

Edward Welch 2018

FINANCE COMMITTEE

Arnold Cohen 2020
Alexander Korin 2020
Hanna Switlenskowsky 2020
Daniel Lewenberg 2020
William Brack, *Chair* 2019
Patricia-Lee Achorn, *Vice Chair* 2019
Gordon Gladstone 2019
Anja Bernier 2019
Anil Ramjou 2019
Ira Miller, *Vice Chair* 2018
Charles Goodman 2018
Edward "Ted" Philips 2018

FINANCE COMMITTEE

NOMINATING COMMITTEE

Gloria Rose, *Chair* 2018
Cheryl Weinstein 2018
Charles Goodman 2018
Deena Segal 2018
Jacqueline Modiste 2018

HEALTH AGENTS

Beverly Anderson MPH, RS/REHS
Administrator for Sanitary Insp/Enforcement
Kevin Davis
Engineering Field Agent
Sheila Miller, RNC
Assistant for Sanitary Insp/Enforcement

**HISTORICAL COMMISSION &
HISTORICAL DISTRICT
COMMISSION**

David A. Martin 2020
James Grasfield, *Chair* 2020
Janelle Dominique 2020
Robert Hutton, *Alternate* 2019
Gordon Hughes 2019
Shirley Schofield 2019
Michaela Jergensen 2018

Susan Rich, *Alternate* 2018

HOUSING AFFORDABLE TRUST

Andrew Goldberg 2019

INSPECTORS

Edwin S. Little, *Animal Inspector*
Joseph X. Kent, *Buildings Inspector*
Joseph Jacobs, *Plumbing & Gas Inspector*
James B. Delaney, *Wiring Inspector*

**LAKE MANAGEMENT STUDY
COMMITTEE**

David Blaszkowsky, *Planning appt.* 2020
Stephen Weiss, *Selectmen appt.* 2019
Jennifer Brown, *Planning appt.* 2019
Robert McGrath, *Con Com appt.* 2018
Noah Siegel, *Con Com appt.* 2018
Stanley Rosen, *Selectmen appt.* 2018

**LOCAL EMERGENCY PLANNING
COMMITTEE**

James Wright	Greg Meister
Sheila Miller	Michael Teixeira
Diane Malcolmson	Richard Murphy
John Ford	Tom Kenvin
Michael Polimer	Linda Callan
Charles Levine	Beverly Anderson
Kathleen Medeiros	Amy Tobey
Susan Edinger	Tilden Kaufman*
Ashley Vincent	Walter "Joe" Roach
Joe Reiter	Dr. Victoria Greer
Ken Wertz	Frederic Turkington

*Through 04/07/18

**MASTER PLAN STEERING
COMMITTEE**

Pasqualino Pannone, *Co-chair*
Shannon McLaughlin, *Co-chair*
Charles Levine, *BOH appt.*
Susan Rich, *CPC appt.*
Peg Arguimbau, *Con Com appt.*
Ted Philips, *Finance Com appt.*
Eli Hauser, *Selectmen appt*
David Crosby, *WMAC appt.*
Joseph Garber, *ZBA appt.*
Keri Murray, *At-Large citizen*
Susan Olson Drisko, *At-Large citizen*
Signe Peterson Flieger, *At-Large citizen*
Laura Smead, *At-Large citizen*

MBTA ADVISORY BOARD

David Straus, *Sharon Representative*

METROPOLITAN AREA PLANNING COMMISSION

Susan Price 2018

MUNCIPAL HEARINGS OFFICER

Lauren J. Barnes

NORFOLK COUNTY ADVISORY BOARD

Edwin S. Little 2018

PARKING OFFICER

Lisa Clark 2018

PERSONNEL BOARD

Valeda Britton 2020

Kathleen Kelley 2019

Paul Pietal 2019

Michael Feldman 2018

Gloria Rose 2018

POLICE CHIEF SCREENING COMMITTEE

Michael Feldman

David Fixler

Thomas Gillen

James Glaser

Jaqueline Modiste

PRIORITIES COMMITTEE 2017-2018

Frederic Turkington, *Ex-officio*

Krishan Gupta, *Ex-officio*

William Heitin, *Selectmen appt.*

John J. McGrath, *Selectmen appt.*

Walter B. Roach, Jr., *Selectmen alt.*

Jonathan Hitter, *School Com appt., Chair*

Emily Smith-Lee, *School Com appt.*

Marcy Kaplan, *School Com alt.*

Charles Goodman, *Finance Com appt.*

Ira Miller, *Finance Com appt.*

Daniel Lewenberg, *Finance Com alt.*

RECREATION ADVISORY COMMITTEE

Christopher Valois 2020

Rohit Desai 2020

Gary Bluestein, *Chair* 2019

Cheryl Whiting 2019

Steven Ferrara 2018

Stephen Lesco 2018

Rick Schantz 2018

Linda Berger, *Recreation Director*

Frederic Turkington, *Ex-officio*

Judy Crosby, *School Com Liaison*

REGISTRAR OF VOTERS

Marlene B. Chused 2020

Jane Desberg 2020

Colleen Tuck 2019

Linda Kaufman 2018

SEALER OF WEIGHTS & MEASURES

Mark P. Coyne 2018

SHARON CULTURAL COUNCIL

Tahira Sajid 2021

Kathleen Nasti 2021

Tulika Angaian 2020

Chris Flieger 2020

Seema Dixit 2020

Autumn Andrade de Leon 2019

Georgette Kafka 2019

Judy Waxman, *Chair* 2019

Li Zhou 2019

Julie Rowe *through 6/30/18* 2018

Barbara Freedman *through 6/30/18* 2018

Julie O. House *through 6/30/18* 2018

SHARON HOUSING PARTNERSHIP COMMITTEE

Susan Saunders, *Chair* 2018

Alan D. Lury 2018

SHARON INDEPENDENCE DAY CELEBRATION COMMITTEE

Paul Bergeron, *Chairman*

Scott Goldman, *Treasurer*

Timothy Traut-Savino, *Secretary*

Katrena Traut-Savino

Daniel Sirkin

Linda Callan

Thilak Thirumurthy-Siva

Robert Weeks

Stanley Jacobs

Natasha Nese

SHARON STANDING BUILDING COMMITTEE

Steven Smith 2019

Richard Slater 2019

Roger Thibault 2019

Sara J. Winthrop 2019

Rick Rice 2018

Robert C. Atwood 2018

Gordon Gladstone, *Chair* 2018

Deborah Benjamin, *Vice Chair* 2018

Colleen M. Tuck 2018

Public Safety Building Representatives:

James W. Wright, *Fire Chief*

Tilden Kaufman, *Police Chief**
 Matthew Baldassari, *DPW*
Town Hall/Fire Station Renovation
Representative:
 Matthew Baldassari, *DPW*
Sharon High School Project Representative:
 Veronica Wiseman, *School Committee*
 Kenneth Wertz, *School Department*
**Through 04/07/18*

**SHARON STANDING BUILDING
 COMMITTEE SELECTION
 COMMITTEE**
 Gordon Gladstone, *Moderator appt.*
 Walter B. Roach, *Selectmen appt.*
 Robert Maidman, *Capital Outlay appt.*
 Arnold Cohen, *Finance Committee appt.*
 Pasqualino Pannone, *Planning Board appt.*
 Veronica Wiseman, *School Committee appt.*

TOWN COUNSEL
 Richard Gelerman 2018

**TOWN OF SHARON CABLE &
 TELECOMMUNICATIONS
 OVERSIGHT COMMITTEE**
 Richard Kates 2020
 Charles Levine, *Chair* 2020
 Leonard E. Segal 2019
 Stephen Rabinovitz 2018
 Richard Caproni 2018

**TRANSPORTATION ADVISORY
 BOARD**
 David Straus 2021
 David Fixler 2021
 Neil Coplan 2020
 Terri Rawding 2020
 Linda Hager 2019

TREE WARDEN
 Kevin Weber 2018

**WATER MANAGEMENT ADVISORY
 COMMITTEE**
 Lealdon Langley 2020
 Mark Altabet 2019
 Christopher Pimentel 2018
 Anne Carney 2018
 David Crosby, *Chair* 2018
 David Hearne 2018
 Rory McGregor 2018

ZONING BOARD OF APPEALS
 Abhijit Brahmachari 2020
 Joseph Garber, *Alternate* 2020
 Steven Cohen, *Alternate* 2019
 Seth Ruskin, *Chair* 2019
 Barry Barth 2018
 Stephen Weiss, *Alternate* 2018

STAFF APPOINTMENTS
 Patricia MacDougall, *Asst. Town Accountant*
 Beth Kourafas, *Asst. Town Clerk*

*If you are interested in serving on a Board, Committee or Commission, contact
 the Selectmen’s Office for more information.*

SHARON

General Government Reports

2018



Report of the **Board of Selectmen**

William A. Heitin, Chairman
Walter B. Roach, Jr., Clerk
Emily E. Smith-Lee

Frederic E. Turkington, Jr., Town Administrator
Lauren J. Barnes, Assistant to the Town Administrator
Melissa Imbaro, Administrative Assistant to the Board of Selectmen
Jennifer M. Austrino, Administrative Assistant to the Board of Selectmen (*resigned 9/2018*)

In May 2018, the Board welcomed Emily Smith-Lee to the Board, and following the annual election, as is customary, the Board reorganized and voted William A. Heitin, Chairman, and Walter B. “Joe” Roach, Jr., Clerk of the Board. The Board thanks JJ McGrath for his service and advocacy during his tenure.

The Board continues to meet semi-annually in a joint meeting with the School Committee and Finance Committee to discuss the Town’s financial condition for the next three to five fiscal years. It is the intention of the three boards to continue to meet periodically to share information about the Town’s fiscal outlook.

The Board of Selectmen realized the need for advisory committees to study and make recommendations on energy and transportation matters, and appointed members to a formerly inactive Transportation Advisory Committee and to a newly created Energy Advisory Committee. The Board looks forward to reviewing these committees’ deliberations and recommendations in the months to come. In addition, the Board created a temporary reuse committee in December to make recommendations as to the potential reuse of the existing public library should the Town support the construction of a new public library on the One School Street site.

In June, the Board negotiated and approved a Host Community Agreement with Four Daughters Compassionate Care to address such issues as the anticipated community impacts of a retail marijuana establishment, payments pursuant to the local option sales tax, additional payments for wholesale transactions with other retail marijuana establishments, additional payments for medical marijuana transactions, local taxes, and community support and additional obligations.

In July 2017, the Board of Selectmen authorized the Town Administrator to commence a competitive bid process for the collection of solid waste. Bids were collected and the Board approved the following program:

- Variable cart option (35, 65 or 96 gallon carts) with variable pricing
- Weekly recycling collection

- Pay-as-you-throw overflow bags to meet occasional surges in waste generation
- Scheduled bulky waste collection
- Additional yard waste collection
- Twice a year household hazardous waste days
- Cardboard drop-off location

A mailing went out to every household in February 2018 to ask residents to select a trash cart size that best meets the needs of their household. In late June, carts were delivered to each household and the new solid waste and recycling collection program began on July 1.

Thanks to the voters at the 2017 Special Town Meeting, work commenced on a new and accessible Town Hall on the site of the former fire station. Work has been progressing well and the anticipated opening of the new Town Hall is expected in mid to late August 2019. The former Town Hall will then be demolished for parking and greenspace.

There were several key personnel changes over the course of the year. In April, Police Chief Tilden Kaufman retired after thirty-two years of dedicated service. As a result, the Board oversaw the police chief screening process, and in June, Deputy Chief John Ford was appointed Chief. Consequently, Lieutenant Donald Brewer was appointed Deputy Chief, Sergeants Steven Coffey and Jeffrey Penders were promoted to Lieutenant to join Lieutenant Donald Williams on the administrative leadership team, and Detective Scott Leonard and Officer Adam Leavitt were promoted to Sergeant. In the Fire Department, Daniel Greenfield, William Morrissey, Marlene Herman and Andrew Solden were promoted to newly created Lieutenants position of each of the four work groups.

Administrative Assessor Mark Mazur retired at the end of 2018, and Jeffery Funk was hired. Jeff brings with him over a wealth of experience in the assessing industry, most recently as Assistant Assessor for the Town of Duxbury.

Jennifer Austrino, the Board's Administrative Assistant, left in October after five years to spend more time with her family. Her work ethic and pleasant demeanor will certainly be missed. The Board is still in capable hands though, with Melissa Imbaro coming on board as Administrative Assistant. Her prior municipal experience has been invaluable and the Board looks forward to working with Melissa for years to come.

In September, the Board had the pleasure of presenting the Bronze Award, the third highest award in Girl Scouts, to seven young ladies: Julia Dunn, Sophie Foulger, Claire Gladysz, Sophie Hu, Lila Mandel, Madelyn Moses and Vivian Whitehead.

In December, the Board affirmed the set of policy goals and objectives for town government from November 2018 – October 2019. The Town Administrator is charged with planning, developing and organizing strategies with department heads and town employees and with facilitating and coordinating efforts of citizen committee members to achieve these objectives and priorities. The mission of the Town of Sharon is to deliver the highest quality municipal services in a fiscally responsible and an operationally responsive manner to the citizens that it serves. The Town Administrator will maximize the potential for Sharon's volunteer boards and commissions and professional staff to respond effectively to community and individual citizen needs through the use of long-term strategic planning and enhanced communications with residents. Objectives and priorities include:

Mission Statement:

The mission of the Town of Sharon is to deliver the highest quality municipal services in a fiscally responsible and an operationally responsive manner to the citizens that it serves. The Town Administrator will maximize the potential for Sharon's volunteer boards and commissions and professional staff to respond effectively to community and individual citizen needs through the use of long-term strategic planning and enhanced communications with residents.

Fiscal Priorities and Strategies:

Develop responsible and responsive operating and capital budgets that seek to balance the demand for services against the variety of financial circumstances experienced by Sharon citizens and businesses. Manage Sharon's finances to mitigate dependence on property taxes by enhancing revenue from other sources. Seize opportunities to reduce long-term costs in delivery of town government services and operations.

- Conduct thorough review of operating and capital budgets, reviewing opportunities to reduce costs through restructuring and reorganizing operations. Make recommendations for savings without compromising quality of services and identify areas that should be considered for service enhancements.
- Continue to explore opportunities to share services and create efficiencies with the School Department for payroll, accounts payable and receivable, facilities management and information technology with goal of reducing cost and improving efficiency and quality of service delivery.
- Initiate discussions with comparable communities on opportunities for potential collaboration on service delivery, operations, contracted services and equipment purchases in functional areas.
- Continue to explore alternative revenue sources and report to Board of Selectmen with recommendations.
- Complete negotiations for successor collective bargaining agreements within policy and financial goals established by Board of Selectmen.

Review, and modify as appropriate, financial policies relative to undesignated fund balance, enterprise fund reserves, stabilization and capital funds, debt, overlay reserves, self-funded activities (health insurance), cash investments, and certified free cash.

- Consider increasing reserves through specific appropriations and/or active management.
- Complete actuarial valuation and develop an effective funding strategy to address future OPEB liabilities that may include changing the balance of employer/employee contributions, reducing liabilities through changes in existing plan design, and enhancing investment return utilizing OPEB trust option.
- Monitor claims experience and follow market trends in order to make prudent recommendations to reduce costs for employee and retiree health insurance plans through permissible changes in plan design such as high-deductible plans combined with health savings accounts and changes in employee and retiree contribution levels.

Organizational Objectives:

Review service delivery models and develop strategies to improve operations.

- Continue to assure training and development opportunities for police supervisors including FBI leadership programs, regional training, and explore internal officer-in-charge program. Plan for potential addition of canine program and middle school resource officer.
- Explore feasibility of implementing joint police and fire/EMS dispatching services for FY2023.
- Work with Personnel Board to continue to update Personnel bylaw, policies and rating process, and update all job descriptions by bargaining unit as labor agreements are negotiated.
- Continue to address any concerns over internal controls and procedures identified in the auditor's annual management letter. Report progress made to address any issues to the Audit Committee.
- Implement comprehensive facilities management and operation plan for Town buildings, including appropriate organizational/staffing model and adequate budget resources to assure appropriate maintenance.

Facilitate efforts to enhance Town infrastructure to meet community expectations and aspirations for services.

- Working with the Standing Building Committee, architect, and owner's project representative, assist with construction administration for Town offices project, including plan for maintaining operations and services during construction and subsequent demolition; prepare for and complete relocation to new facility in August-September 2019
- Implement athletic field development plan to address identified needs.

- Develop financing strategies to address significant school improvement projects under consideration at Heights Elementary School and Sharon High School.
- With Transportation Advisory Committee, continue to explore expansion of access for town residents to MBTA commuter rail service (e.g. shuttle bus service from satellite parking area, constructing additional parking at station or in adjoining neighborhood).
- Implement energy reduction plan and take advantage of grant opportunities through Green Communities program to advance capital maintenance and energy conservation projects.
- Complete negotiations for emergency and/or supplemental water supply connection with MWRA through the Town of Norwood.

Strengthen accountability of organization through professional development, evaluation and recognition of senior management team.

- Establish goals for departments under the jurisdiction of the Board of Selectmen consistent with the overall goals established for the Town Administrator.
- Reinforce policy priorities and improve coordination of service delivery through regular staff meetings and written communication; provide continuous feedback on performance to senior staff and document accomplishments through performance evaluation process.
- Recognize and reward senior management team through creative compensation programs and effective support of professional development opportunities.

Community Priorities:

Support citizen efforts to improve sustainability.

- Seek proposals for solar generation facilities at closed landfill and at parking areas to provide revenue stream and advance sustainability of energy resources.
- Complete process for offering municipal aggregation of electricity purchasing.
- Provide for an energy manager and recycling coordinator to maximize Town and School conservation efforts.

Modify governance model to improve service delivery and enhance accountability.

- Continue to facilitate collaborative strategic financial planning process with leaders of key boards and committees - Selectmen, School, Finance, Capital Outlay - to develop long-term budget strategy to reflect anticipated revenue stream, capital projects commitments and additional operating

costs associated with building projects, program enhancements, and employee legacy costs.

- Shepherd Master Plan process to assure coordination of municipal facility section with infrastructure planning with private development objectives.
- Work with Town Moderator to improve efficiency of and citizen participation in town meeting and to broaden diversity of membership on town boards and committees.
- Review and update, as appropriate, specific policies and procedures codified in the Selectmen's Policies and Procedures manual.

Continue to improve and enhance communication with residents through public meetings, print media, and electronic mediums.

- Improve content of Town website and linkage with Schools, Recreation, Commission on Disabilities and other separate web sites.
- Improve information flow to citizens via social media platforms (e.g. Facebook, Twitter, Town website).
- Explore offering citizen academy.

Address development proposals by seeking to assure net community benefit; mitigate potential negative consequences.

- Implement host community agreement with medical marijuana dispensary and recreational marijuana facility upon state approval of licenses. Address potential negative impacts leveraging dedicated revenue stream.
- Conduct negotiations for agreements, as needed, to secure businesses at Sharon Gallery; facilitate resolution of issues related to infrastructure improvements aligning Sharon Gallery and Shaw's Plaza.
- Work with Planning Board and Master Plan Steering Committee to facilitate the master plan development process.
- Conduct appropriate dialogue with applicants of proposed developments (commercial, 40B, 40R, and similar large projects). Coordinate review by various Town boards and commissions and professional staff.

The Board wishes to thank the hard-working town employees for their continued dedication to the town and its residents, as well as to express its gratitude to residents who have generously given their time in service to their community in 2018. Their invaluable assistance and support is greatly appreciated and relied upon in our collective efforts to best serve the Town's interest.

The Board of Selectmen welcomes citizen input and participation, and toward that end, citizens are encouraged to contact the Selectmen's Office or any Board member with questions, concerns, or suggestions.

Accounting/Finance Department

Krishan M. Gupta, M.Phil.; MBA,CGA, Finance Director/Town Accountant
Patricia MacDougall, Assistant Town Accountant
Dawn Miller, Financial Assistant/Revenue Manager
Patricia Walker, Financial Assistant/Veterans

The Accounting and Finance function is the central nervous system for the Town's finances. The department oversees all financial transactions within the town government for revenue and expenditures. It is responsible for processing all town-wide bills for vendor payments as well as the employees' payroll.

The Accounting department provides active assistance to all departments with the monitoring of their budgets; procurement compliance, and reconciliation of their accounts. In addition, responsibilities include maintenance of the Town's general ledger system including detailed records of cash receipts, appropriations and expenditures, and the closing of all financial books at the end of the fiscal year.

The Finance Director works closely with all departments during the annual operational and capital budget formulation process. Regular oversight is maintained to ensure compliance with Town Meeting appropriations in accordance with the Massachusetts General Laws. He is also responsible for the annual external audits, the State Department of Revenue (DOR) reporting of annual Balance Sheets, Revenue and Expenditures, and the Tax-Recap. He is also responsible for facilitating regular Workman Compensation and Other Post-Employment (retiree) Benefit (OPEB) audits.

On October 3, 2018, the State Department of Revenue (DOR) approved the following retained earnings ('free-cash') for the fiscal year ending June 30, 2018.

- General Fund: \$3,918,278
- Water Enterprise Fund: \$1,113,964

The Town also has following additional reserves:

- Stabilization Fund: \$816,162
- Health Insurance Reserves: \$2,497,251
- Other Post-Employment Benefits (OPEB): \$553,234

The Town's Combined Balance Sheet and the Statement of Indebtedness (SOI) as submitted to the State Department of Revenue (DOR) are reproduced below.

TOWN OF SHARON, MASSACHUSETTS
Combined Balance Sheet - All Fund Types and Account Groups
as of June 30, 2018
(Unaudited)

	Governmental Fund Types			Proprietary Fund Types		Fiduciary Fund Types	Account Groups	Totals
	General	Special Revenue	Capital Projects	Enterprise	Internal Services	Trust and Agency	Long-term Debt	(Memorandum Only)
ASSETS								
Cash and cash equivalents	10,108,994.50	11,662,458.32	12,959,074.39	2,401,393.68	3,140,941.56	2,398,239.95		42,671,102.40
Investments								-
Receivables:								-
Personal property taxes	32,796.32							32,796.32
Real estate taxes	798,518.11	6,623.36						805,141.47
Deferred taxes	814,938.94							814,938.94
Allowance for abatements and exemptions	(609,976.64)							(609,976.64)
Special assessments								-
Tax liens	651,662.92	1,542.41		6,001.03				659,206.36
Tax foreclosures	386,628.52							386,628.52
Motor vehicle excise	155,225.44							155,225.44
Other excises								-
Utility Charges				186,510.49				186,510.49
Departmental		209,101.13						209,101.13
Other receivables	1,684.15	5,749.96		7,211.13				14,645.24
Due to/from other funds								-
Due from other governments		445,898.86						445,898.86
Prepays								-
Inventory								-
Fixed assets, net of accumulated depreciation								-
Amounts to be provided - payment of bonds				2,208,575.00			66,475,000.18	68,683,575.18
Amounts to be provided - vacation and sick leave								-
Total Assets	12,340,472.26	12,331,374.04	12,959,074.39	4,809,691.33	3,140,941.56	2,398,239.95	66,475,000.18	114,454,793.71
LIABILITIES AND FUND EQUITY								
Liabilities:								
Deferred revenue								-
Real and personal property taxes	221,337.79	6,623.36						227,961.15
Deferred taxes	814,938.94							814,938.94
Prepaid taxes/fees	50,442.99	456.64						50,899.63
Special assessments								-
Tax liens	651,662.92	1,542.41		6,001.03				659,206.36
Tax foreclosures	386,628.52							386,628.52
Motor vehicle excise	155,225.44							155,225.44
Other excises								-
Utility Charges				186,510.49				186,510.49
Departmental		209,101.13						209,101.13
Deposits receivable								-
Other receivables	600.00	5,749.96		7,211.13				13,561.09
Due from other governments								-
Due to other governments								-
Accounts payable				130,934.70				130,934.70
Warrants payable	479,603.83	341,085.35	61,612.68		58,321.01	2,471.63		943,094.50
Accrued payroll and withholdings	3,922,966.21	153,107.08						4,076,073.29
Other liabilities	147,635.55							147,635.55
IBNR					585,370.00			585,370.00
Bonds payable				2,208,575.00			66,475,000.18	68,683,575.18
Notes payable								-
Vacation and sick leave liability								-
Total Liabilities	6,831,042.19	717,665.93	61,612.68	2,539,232.35	643,691.01	2,471.63	66,475,000.18	77,270,715.97
Fund Equity:								
Reserved for encumbrances	187,926.80	322,811.91	111,680.40	885,424.77				1,507,843.88
Reserved for expenditures				271,070.00				271,070.00
Reserved for continuing appropriations	369,198.31	315,609.00		668,930.00				1,353,737.31
Reserved for petty cash	1,300.00							1,300.00
Reserved for appropriation deficit								-
Reserved for snow and ice deficit								-
Reserved for debt service	336,436.60							336,436.60
Reserved for premiums								-
Reserved fund balance								-
Undesignated fund balance	4,614,568.36	10,975,287.20	12,785,781.31		2,497,250.55	2,395,768.32		33,268,655.74
Unreserved retained earnings				445,034.21				445,034.21
Investment in capital assets								-
Total Fund Equity	5,509,430.07	11,613,708.11	12,897,461.71	2,270,458.98	2,497,250.55	2,395,768.32	-	37,184,077.74
Total Liabilities and Fund Equity	12,340,472.26	12,331,374.04	12,959,074.39	4,809,691.33	3,140,941.56	2,398,239.95	66,475,000.18	114,454,793.71

Bureau of Accounts

Statement of Indebtedness

Sharon, Massachusetts

FY 18

Long Term Debt Inside the Debt Limit*	Outstanding July 1, 2017	+ Issued	- Retired	= Outstanding June 30, 2018	Interest Paid in FY 18
Building	26,672,000	6,825,000	1,798,000	31,699,000	830,054
Departmental Equipment	2,576,000	550,336	496,000	2,630,336	87,605
School Buildings	8,666,200	327,000	2,031,200	6,962,000	358,535
School Other	2,046,800	416,519	470,800	1,992,519	63,857
Sewer	-	-	-	-	-
Solid Waste Landfill	-	-	-	-	-
Other Inside	6,090,000	736,145	740,000	6,086,145	169,571
SUB-TOTAL Inside	46,051,000	8,855,000	5,536,000	49,370,000	1,509,622

Long Term Debt Outside the Debt Limit*					
Airport	-	-	-	-	-
Gas/Electric Utility	-	-	-	-	-
Hospital	-	-	-	-	-
School Buildings	18,430,000	-	1,290,000	17,140,000	555,119
Sewer	-	-	-	-	-
Solid Waste Landfill	-	-	-	-	-
Water	2,325,000	-	195,000	2,130,000	65,458
Other Outside	65,272	-	21,697	43,575	-
SUB-TOTAL Outside	20,820,272	-	1,506,697	19,313,575	620,576
GRAND TOTAL	66,871,272	8,855,000	7,042,697	68,683,575	2,130,198

The Town enjoys Aa3 and AA/Stable bond ratings from Moody's and S&P, respectively.

Town's external auditors are Melanson, Heath & Company. The latest audit reports are available from this office and from Town website at: <https://www.townofsharon.net/finance-committee/pages/finance-documents>.

I would like to thank my assistant, Patricia MacDougall and my financial analysts Dawn Miller and Patricia Walker for their hard work and dedication to the Town. I would also like to thank the Town Administrator and his staff; all the Town Departments, Boards, Commissions and Committees for their cooperation and support this past year.

Report of the
Treasurer/Collector

Lisa Clark, Treasurer/Collector
Diana Lambert, Assistant Treasurer/Collector
Bobbie Lee Curry, Payroll/Benefits Administrator
Jessica Messer, Collections Supervisor
Frances Berry, Financial Assistant
Melissa Healey, Financial Assistant

To the Honorable Board of Selectmen and the Citizens of Sharon, I hereby submit my report as the Treasurer/Collector for the year 2018:

TOTAL COLLECTIONS FOR FY2018

	<u>Current and Prior Years</u>
Real Estate	\$ 64,851,638.05
Personal Property	\$ 1,332,394.25
CPA	\$ 523,665.62
Motor Vehicle Excise	\$ 3,079,151.22
Sewer Betterment	\$ 4,416.47
Committed Interest on Betterment	\$ 560.26
Water Liens	\$ 78,994.64
Water Lien Fee	\$ 8,900.00
Water Lien Interest	\$ 6,116.65
Municipal Lien Certificates	\$ 21,800.00
Fees and Interest	\$ 131,787.43
Bad Check Charges	\$ 550.00
Water Receipts	\$ 3,305,767.19
Water Interest	\$ 18,855.02
Total Collections:	\$ 73,364,596.80

TAX TITLE

Balance Forward 7/1/17:	884,189.55
Taxes added to Tax Title:	88,349.08
Less payments/redemptions/voids:	(313,332.27)
Ending balance 6/30/2018	659,206.36

CASH RECEIPTS

Month	Starting Balance	Receipts	Disbursements	Ending Balance
July-17	41,484,403.97	15,347,778.97	(12,264,154.10)	44,568,028.84
August	44,568,028.84	5,578,254.44	(9,928,444.82)	40,217,838.46
September	40,217,838.46	3,452,952.93	(7,791,961.53)	35,878,829.86
October	35,878,829.86	14,716,715.34	(8,314,906.19)	42,280,639.01
November	42,280,639.01	6,022,734.33	(9,040,649.03)	39,262,724.31
December	39,262,724.31	8,572,606.96	(8,862,531.32)	38,972,799.95
January-18	38,972,799.95	14,131,044.78	(8,262,563.96)	44,841,280.77
February	44,841,280.77	4,783,677.64	(7,375,852.47)	42,249,105.94
March	42,249,105.94	13,537,570.27	(8,967,376.40)	46,819,299.81
April	46,819,299.81	11,949,389.09	(6,515,080.12)	52,253,608.78
May	52,253,608.78	6,393,438.44	(10,940,493.69)	47,706,553.53
June	47,706,553.53	4,094,990.00	(9,180,334.74)	42,621,208.79
Total		108,581,153.19	(107,444,348.37)	

Thank you to Assistant Treasurer/Collector Diana Lambert, Collections Supervisor Jessica Messer, Payroll/Benefits Administrator Bobbie Lee Curry, and Financial Assistants Melissa Healey and Frances Berry for all their hard work and dedication. I would like to take this opportunity to thank the Board of Selectmen, all the departments and the citizens of Sharon for their continued support.

Report of the

Department of Information Technology

Donald P. Hillegass, Systems Administrator

Jeff G. Rose, Technical Support Specialist

The Department of Information Technology supports all Departments in town with the exception of the School Department. Jeff Rose spent the majority of his time in 2018 at the Public safety Building supporting hardware and software issues. This will continue in 2019.

The Information Technology Department maintains the operation of all computer hardware and peripherals, and sustains and administers the various software programs that support the financial/budgetary, collections, assessed valuations, property records and water usage. It maintains the Town's internet site and e-mail accounts. The Department creates applications to support activities as needed within the town. It maintains the telecommunications throughout the Town. The Department also manages all technology in the Public Safety Building, which requires on call duty 24/7.

Report of the

Board of Assessors

Ellen W. Abelson, Chairperson
Richard B. Gorden
Anne M. Carney

Mark J. Mazur, M.A.A., Administrative Assessor
Jennifer Florio, Administrative Assistant
Kristen Santos, Senior Clerk

During Fiscal 2018, the Board of Assessors held 21 meetings. The Board granted 660 Motor Vehicle abatements, acted on 45 applications for Real Estate or Personal Property abatements and approved the following exemptions for Fiscal Year 2018:

Assessed Value of Taxable Property

	<u>Fiscal 2018</u>	<u>Fiscal 2017</u>
Real Estate	3,352,283,600	3,229,989,000
Personal Property	69,373,500	63,872,300
Total	3,421,657,100	3,293,861,300
Exempt Real Estate	329,333,800	323,527,100

Five Year Summary

Fiscal Year	Valuation	Total Appropriation	To be raised by Taxation	Tax Rate	CPA Tax
2014	2,727,401,300	77,591,472.71	56,048,096.71	20.55	426,271.09
2015	2,958,430,000	80,532,636.78	60,056,129.00	20.30	466,642.58
2016	3,131,671,100	87,049,605.55	62,977,905.81	20.11	496,996.26
2017	3,293,861,300	86,911,593.93	64,625,558.72	19.62	514,964.69
2018	3,421,657,100	92,406,838.55	66,277,498.03	19.37	531,812.96

Fiscal Year 2018 Exemptions

Clause	Number Granted	Tax Dollars Exempted
17D (Surviving Spouse)	8	2,778.06
18 (Hardship)	3	13,420.15
22 (Veterans)	44	33,154.19
22A (Veterans)	1	1,515.00
22D (Veterans)	10	87,619.91
22E (Veterans)	11	18,685.46
37 (Blind)	5	4,113.57

41C (Elderly)	27	47,611.00
42 (Surviving Spouse Police)	1	8,533.88
Totals	110	217,431.22
CPA Exemptions	3	258.20
41A Deferred Taxes	13	106,039.70
Senior Tax Workoff	89	59,925.00

Report of the

Town Clerk

Marlene B. Chused, Town Clerk
 Beth A. Kourafas, Assistant Town Clerk
 Rachelle Kahalas, Election/Registration Secretary

VITAL STATISTICS

BIRTHS	2018	2017	2016	2015
Male	64	70	68	67
Female	67	67	78	66
TOTAL	131	137	146	133
MARRIAGES	67	54	62	67
DEATHS				
Male	63	52	54	64
Female	53	52	65	73
TOTAL	116	104	119	137

VOTER REGISTRATION

Registrars:
Marlene B. Chused
Jane Desberg
Linda Kaufman
Colleen M. Tuck

PRECINCT	Conservative	American Term Limits	United Independent Party	Democrat	Reform	Green Party USA	Green Rainbow	Libertarian	MA Independent Party	American Independent	Republican	Socialist	Inter 3rd Party	Unenrolled	America First Party	Pirate	TOTAL
1	4		10	942			3	4	1		182	1	1	1525			2673
2			4	743				6		1	187			1491	1		2433
3	1		3	815	1			9			203		1	1584		1	2618
4	1	1	2	831		1		8			161			1518			2523
5			3	704		1	3	10			195	2		1445	1		2364
TOTAL	6	1	22	4035	1	2	6	37	1	1	928	3	2	7563	2	1	12611

Department of Weights and Measures

Mark P. Coyne, Sealer

During the year 2018 every business establishment in the Town, using weighing or measuring devices for the buying or selling of goods, was tested and inspected. The devices being used were inspected for accuracy and adjusted, when necessary, to bring them within acceptable tolerances and then sealed.

Weights and Measures inspections helps ensure that consumers and merchants, whether buying or selling, receive the correct quantity or measure delivered by devices and procedures that are accurate and correct.

Sealers of Weights and Measures are required by Law to calculate the savings to consumers and merchants based upon adjustments made to certain devices and inspections.

The calculation of savings to consumers and merchants are based upon adjustments made to gasoline dispensers and errors in scanning inspections in Sharon for 2018.

Savings to consumers in 2018 – \$1,533.00

Savings to merchants in 2018 – \$7,752.04

All classes were attended to meet certification requirements mandated by the State Division of Standards.

All reports required by the Massachusetts General Laws were completed and filed with the State Division of Standards.

Sharon Weights and Measures responded to every request to inspect, seal or adjust new or used weighing or measuring equipment, and a report on the services rendered was filed.

All testing equipment used by Sharon Weights and Measures to check the accuracy of weighing and measuring devices used by merchants within the Town have been calibrated and certified by the State Division of Standards as being accurate.

There were 115 weighing or measuring devices sealed/not sealed during the year 2018 that were being used by merchants for the sale of goods or commodities. Inspections of gasoline dispenser meters, scales used to sell pre-packaged goods, deli products, prescription drugs and electronic scanners were made at establishments within the Town. All fees and fines collected were submitted to the Town Treasurer.

Southeastern Regional Services Group

Moira Rouse, Regional Administrator

The Town of Sharon receives procurement and other services from the Southeastern Regional Services Group (SERSG) and has since the organization's inception in 1993. SERSG membership increased by two towns during 2018 and now serves twenty-three members. These twenty-one towns and two cities are served by one Regional Administrator. Annual dues of \$4,100 support these services. Sharon recovers this amount directly from savings in using these contracts and indirectly by devoting less administrative and management time to procurement. Other services include contract administration and annual trainings.

SERSG administered bids and created new contracts on behalf of the Town for Paper, DPW Supplies, Water and Sewer Treatment Chemicals, and DPW Services.

- A two-year Office Supply contract currently in force provides a 71.4% discount off non-excluded items using a standard wholesaler's catalog, while ink and toner cartridges are discounted at a rate of 46.4%. In the first three quarters of 2018 Sharon spent \$65,119 on office supplies, while saving \$127,144 off list price for those purchases.
- The Town and schools also pay competitive fixed prices for paper using a SERSG contract. Sharon spent \$29,485 in the first three quarters of 2018.
- SERSG administered bids for and created 7 DPW Supply contracts for 24 products, and 2 Water Treatment Chemical contracts for 3 products. The estimated value of all products covered by these contracts is \$575,492.
- New DPW Services were bid in November and contracts will take effect on 2/1/19. In planning road work and other public works services, the Sharon public works department requested contracts for 6 services. These were based on \$131,217 in estimated value. In addition, a few SERSG DPW Service contracts may be renewed for up to 3 contract years and Sharon requested \$1,215,647 in contract renewals as well.
- A bid for federally-required Drug and Alcohol Testing was administered in 2017 and remains in effect for two more years. It provides a contract for all necessary services at competitive prices.

Favorable pricing is the primary membership benefit. Additionally, every SERSG bid saves many hours of skilled staff time and hundreds of dollars in bid-advertising and other costs. SERSG contract pricing is equal to or lower than state contract prices and requires less time and effort for departments to use.

Finally, monthly meetings continue monthly for municipal administration, public works, and quarterly for stormwater specialists.

SHARON

Public Safety Reports

2018



Report of the
Police Department

John Ford, Chief of Police

Administrative Staff

Chief Ford
Deputy Chief Brewer
Lieutenant Coffey
Lieutenant Penders
Lieutenant Williams

Chief's Secretary

Jennifer Little Leavitt

Operations Staff

Administrative Sergeant Bishop
Sergeant Fitzhenry
Sergeant Leavitt
Sergeant Leonard
Sergeant Mannelta

Patrol Staff

Officer Allman
Officer Balestra
Officer Canavan
Officer Demeris
Officer Deberadinis
Officer Derry
Officer Dumais
Officer Greenfield
Officer Hertzberg
Officer Koblick
Officer Kraus
Officer McIsaac
Officer McNeill
Officer Patino
Officer Santoli
Officer Serwo

Detective Bureau

Detective Lucie
Detective Rovaldi

School Resource Officer

Officer Hocking

Police Prosecutor

Officer Reichert

Dispatchers

Dispatcher Avelar
Dispatcher Demeris
Dispatcher Dempsey
Dispatcher Dumais
Dispatcher Ganz
Dispatcher Gurevich
Dispatcher Kuplast
Dispatcher Mullen
Dispatcher Shulsk
Dispatcher Simon
Dispatcher Little-Leavitt
Dispatcher Troy

Special Police Officers

Special Officer Demeris
Special Officer MacDonald
Special Officer McGrath
Special Officer McEnany
Special Officer Shulsk
Special Officer Simpson
Special Officer Simon
Special Officer Somers

Auxiliary Police

Auxiliary Officer Skulsky

Crossing Guards

Crossing Guard Hixson
Crossing Guard Kahaly
Crossing Guard Sullivan
Crossing Guard Tsinman
Crossing Guard Vachon
Crossing Guard Raynor
Crossing Guard Stella

The year 2018 saw the retirement of veteran Sharon Officer and Police Chief, Tilden Kaufman. Tilden served the community for over thirty years in many roles; Patrolman, Sergeant, Lieutenant, Deputy Chief and finally Chief. Chief Kaufman leaves a long legacy of connections and service to members of our community and to the personnel here at the station. Tilden was a personal mentor to myself and to many other officers that have served the Sharon Police Department. We all thank him and wish him many happy years in retirement.

Chief Kaufman set us on a path towards developing better training and internal leadership development. Since I have taken over the leadership role as Chief in June of 2018, we have continued with that focus of seeking the best training for our officers and the further development of leadership skills within the organization.

This year I attended specialized leadership training in Minneapolis, Minnesota, where I sat with executives of major organizations and businesses throughout the nation. From that training, I have refined my goals for our department to three immediate actions. The first, is to develop greater trust within and outside of our organization. Our lives as police officers critically depend on mutual trust and confidence. Building that trust is a day to day focus and a priority expectation I have for my entire staff. The second goal, is to provide the best available training to our officers. This goal will be accomplished through specialized training, encouraging peer to peer training, partnering with the community through creative programs and by seeking cross training opportunities with other town departments and private organizations. All of these training initiatives enable us to create the type of multi-skilled officer that can handle the myriad of expectations that come from serving this diverse community. Finally, it is my personal goal to mentor and encourage our officers to make deeper and more meaningful connections with the people that we serve. We have been given a special opportunity to wear the patch that reads, Sharon. That opportunity comes with the responsibility of developing more effective and more humane police officers.

Currently, all of the command staff has been trained in the FBI's LEEDA (Law Enforcement Executive Development Association) courses. These programs are among the best currently offered to law enforcement personnel. By the conclusion of 2019, we will have all our Sergeants trained in LEEDA as well. In keeping with my goal to provide the best available training, I would like to explore the possibility of sending personnel to attend the FBI National Academy in Quantico Virginia.

In June of 2018, Sergeant Adam Leavitt traveled to Israel where he participated in a ten-day seminar offered to law enforcement personnel regarding public safety. The sixty-hour course included emergency response to mass casualties and specialized counter terrorism strategies. With this extraordinary training, Adam

has been able to cross train his peers and has offered insights and shared state of the art strategies with various organizations throughout our community.

The year 2018 also saw the promotions of several members of the department. Both veteran officer, Adam Leavitt and veteran Detective, Scott Leonard, were promoted to the rank of Sergeant. Sergeant Kevin Bishop, was promoted to the role of Administrative Sergeant. Long time veteran, Sergeant Steven Coffey, was promoted to the position of Administrative Lieutenant in charge of the Detective Bureau and veteran Sergeant, Jeffrey Penders, was promoted to the position of Operations Lieutenant in charge of the Uniformed Division. A newly created position of Accreditation Lieutenant was also approved in 2018. Lieutenant Donald Williams has begun the daunting task of reviewing and updating hundreds of policies and procedures that will eventually bring us to being a fully state certified and accredited department. Finally, Lieutenant Donald Brewer assumed his new role as Deputy Chief. Don is a man of great competence, trust, integrity and love for his community. Among his many responsibilities, Deputy Chief Brewer along with Deputy Fire Chief Murphy, will be offering another extensive Public Safety Academy to begin in January of 2019.

This past year also saw the hiring of a new police officer, Christopher Dumais who graduated from the Randolph Police Academy on December 20th of 2018. Sharon Residents Kristopher Demeris and Peter Canuto were also appointed in 2018 and are scheduled to begin the Randolph Academy in February of 2019. I am excited for these new recruits and believe they have the personal skills to make a positive impact on this community through their respective police careers.

During 2018, we received approval from the Board of Selectmen for a newly created K-9 Position. Officer George Demeris, worked diligently on researching and applying for grant monies to offset the initial costs associated with this program. George's diligence paid off with the approval of the Nationally Recognized Stanton Grant which will help us to defray costs for the first three years of an approved K-9 initiative. Officer Demeris will be attending his K-9 training in February of 2019 and our new four legged officer will begin his training as well. We are excited about our yet to be named canine. The dog will have two roles, both as a patrol dog and as an explosive detective animal. We also believe our K-9 will have many future community outreach appearances as well.

As a community, we face many challenges as we move towards the future. The town is increasingly growing and our streets endure traffic numbers that were never anticipated even twenty years ago. Sharon, located as it is, between two major traffic routes of Interstate 95 and Route One, has become a convenient cut through for traffic going to and from our neighboring communities. Long term municipal planning will be critical to our future capability of handling this ever increasing load. We are committed at the Sharon Police Department to a continued effort towards safety and vigilant traffic enforcement.

Sharon is not immune from any issue encountered in bigger towns or cities. As such, our officers have to be trained and prepared for any potential critical incidents. Given the recent tragic events nationwide at houses of worship, I requested a meeting with representatives from our places of worship to begin the dialogue of brainstorming practices and strategies towards the goal of awareness and better security. We have also continued our partnership with the Sharon Public Schools to review, evaluate and further develop safety plans for many different potential critical incidents.

Each and every day, there are many extraordinary actions that are displayed by Sharon Police Officers. We try to acknowledge many of those interactions with the community on our social media site:

(<http://www.facebook.com/SharonMAPoliceDepartment>)

(<http://twitter.com/SharonMAPolice>)

(<http://www.townofsharon.net/police-department>)

(<http://www.instagram.com/sharonsfinest>)

Although he is not a sworn officer, our Information Technology Specialist, Jeff Rose, deserves a note of sincere appreciation. Jeff has been instrumental in numerous facets of our day to day operations and maintenance. He is a recognized expert in his field and an all-around great person, who displays a love for this community by his commitment to serve through excellence – at all hours of the day.

I am extremely proud to represent this group of honorable men and women who are willing to face danger and sacrifice beyond the constraints of their own safety. I am also committed to making their work environment as encouraging, challenging and rewarding as possible. I don't take lightly the honor and responsibility of being Chief in my hometown. There is not one day that I don't think of the man who mentored courage, decency and kindness to me and many others during his forty years as a Sharon Police Officer - my dad, the late Sergeant Robert Ford.

Calls for Service in 2018

Citations- Warnings	2138	Fingerprints taken	90
Assist FD/Medical	921	Crash w/injury	89
False Burglar Alarms	675	MV Lockouts	73
Suspicious Activity	534	Noise Complaints	69
Suspicious MV	290	ID Theft/Fraud/Larceny	57
MV Crashes	284	Family Disturbances	53
Disabled MV's	248	Serve Court Paperwork	41
Animal calls	232	Arrests	41
Accidental 911 calls	210	209A Related	40
Civil Citations	197	Runaway/Missing Persons	29
Criminal Citations	166	Burglary	19

Harassment/HPO	14	Stolen MV	3
Vandalism	13	Crash Pedestrian related	3
Summons	12	Crash Bicycle related	3
Section 12 Activity	10	Shoplifting	2
Assault	6	Drug Fatalities	1
Drug Overdose/Narcan	5	Crash Fatalities	0
Suicide or Attempt	4		

Report of the

Fire Department

Fire Chief James W. Wright
Deputy Fire Chief Richard G. Murphy
Fire Prevention & Training Captain Michael A. Madden
Emergency Medical Services Coordinator Lieutenant Thomas C. Kenvin
Administrative Assistant Kelly A. Troy

FULL-TIME SHIFT FIREFIGHTERS

Captain John McLean	Captain Jeffrey Ricker
LT-EMTP William Morrissey	LT-EMTP Daniel Greenfield
F/F-EMTP Jeffrey Keach	F/F-EMT David Martin
F/F-EMTP Patrick McGovern	F/F-EMTP Ted Lambert
F/F-EMTP Matthew Laracy	F/F-EMTP Sean McGuire
F/F-EMTP Brian Gray	F/F-EMTP Derek Sorafine
Captain Kurt Simpson	Captain Berton Cummings, III
LT-EMTP Marlene Herman	LT-EMTP Andrew Solden
F/F-EMT Timothy Earley	F/F-EMTP Michael Rychlik
F/F-EMTP John Guiod	F/F-EMTP Christopher Cirillo
F/F-EMTP Brian Armstrong	F/F-EMTP Patrick Sargent
F/F-EMTP Peterson Curalov	F/F-EMTP James Koch

CALL FIREFIGHTER

F/F Gordon Hughes

FIRE DEPARTMENT EQUIPMENT

Unit	Year	Condition	Unit	Year	Condition
Engine 2	1996	Poor	Ambulance 1	2011	Good
Engine 3	1992	Fair	Ambulance 2	2006	Fair
Engine 4	2010	Good	Ambulance 3	2016	Excellent
Ladder 1	2016	Excellent	Tanker 1	2012	Excellent
Car 1	2012	Good	Squad 1	2016	Excellent
Car 2	2015	Excellent	Brush 1	2007	Good
Car 3	2010	Good	Brush 2	1996	Fair
Utility ATV	2013	Excellent	Fire Alarm	2000	Good
Jet Ski	2008	Good	Emerg. Rsp. Trailer	2013	Excellent

INCIDENT TYPE SUMMARY ANALYSIS

<u>Incident Type</u>	<u>Number</u>	<u>Incident Type</u>	<u>Number</u>
Fire, other	3	Lock-out	28
Building fire	10	Ring or jewelry removal	1
Cooking fire, confined to container	13	Water problem, other	4
Chimney or flue fire, confined to chimney	3	Water or steam leak/removal	28
Fuel burner malfunction, fire contained	1	Smoke or odor removal	1
Mobile property (vehicle) fire, other	2	Animal problem	0
Passenger vehicle fire	10	Animal rescue	3
Road freight or transport vehicle fire	1	Public service assistance, other	7
Forest, woods or wildland fire	1	Assist police or other governmental agency	20
Brush or brush-and-grass mixture fire	9	Police matter	15
Outside rubbish, trash or waste fire	2	Public service	104
Outside equipment fire	0	Assist invalid	56
Fireworks explosion (no fire)	0	Defective Elevator, no occupants	0
Air or gas rupture of pressure vessel	0	Unauthorized burning	12
Excessive heat, scorch burns with no ignition	3	Cover Assignment	3
Opioid related incident	9	Good intent call, other	11
Medical assist, assist EMS crew	2	Dispatched & canceled enroute	102
Emergency medical service incident, other	4	No incident found on arrival at dispatch address	78
EMS call, not a vehicle accident with injury	1,191	Authorized controlled burning	7
Motor vehicle accident with injuries	118	Steam, other gas mistaken for smoke, other	1
Motor vehicle/pedestrian accident (MV Ped)	4	Smoke scare, odor of smoke	2
Motor vehicle accident with no injuries.	81	Steam, vapor, fog or dust thought to be smoke	21
Lock-in (if lock out , use 511)	3	EMS call, party transported by non-fire agency	1
Extrication of victim(s) from machinery	1	HazMat release investigation w/no HazMat	1

<u>Incident Type</u>	<u>Number</u>
Search for person land/water	3
Watercraft Rescue	2
Trapped by power lines	0
Combustible/flammable gas/liquid condition	2
Gasoline or other flammable liquid spill	10
Gas leak (natural gas or LPG)	43
Oil or other combustible liquid spill	8
Chemical hazard no spill or leak	1
Carbon monoxide incident	15
Electrical wiring/equipment problem, other	9
Heat from short circuit (wiring), defective	2
Overheated motor	4
Power line down	95
Arcing, shorted electrical equipment	21
Building or structure weakened or collapsed	1
Vehicle accident, general cleanup	0
Attempt to burn	0
Service Call, other	2

TOTAL:

3,726

<u>Incident Type</u>	<u>Number</u>
False alarm or false call, other	1
Municipal alarm system, malicious false alarm	6
Sprinkler activation due to malfunction	0
Smoke detector activation due to malfunction	65
Heat detector activation due to malfunction	7
Alarm system sounded due to malfunction	52
CO detector activation due to malfunction	36
Unintentional transmission of alarm, other	8
Sprinkler activation, no fire - unintentional	3
Smoke detector activation, no fire - unintentional	47
Detector activation, no fire - unintentional	11
Alarm system activation, no fire - unintentional	72
Carbon monoxide detector activation, no CO	26
Wind storm damage assessment	15
Lightning strike (no fire)	3
Citizen complaint	10
Inspections (Smoke/CO, Oil Burner, LP, General)	1,081
Fire Safety Evacuation Drills	88

Emergency medical calls continue to be the largest percentage of calls for the department. We provided transport to the hospital 1,083 times. Ambulance revenue for 2018 was approximately \$879,662 and \$700,000 was used to defray taxpayer expenditures for the fire budget. The balance of funds is placed in a reserve for appropriation account to be used for replacement ambulances, equipment, or specialized training.

Sharon had a couple serious building fires, one significant industrial entrapment in machinery, several motor vehicle accidents with serious injuries and/or entrapment, numerous mutual aid responses, and significant snow/wind events over the last year. Personnel and equipment resources were spread very thin at times and we did our best to minimize the impact on our citizens.

Over the past several years we have seen an increase in emergency calls for service and an increasing pattern of multiple calls happening in the same time frame. On average we have two or more calls that initiate within 30 minutes of each other nearly every day. With each ambulance call tying up a crew of 2 to 4 people for over an hour, our available staff for the second call is very limited. We attempt to bring back off duty firefighters to increase the staffing level but that takes several minutes and they have to drive into the station which can take up to twenty minutes. A good percentage of the second emergencies come in before the additional coverage is in the station which limits our ability to make sure all the appropriate personnel and equipment are going to that second call. The resources will eventually get there but could be on a delay which could be detrimental to the high level of service we strive to provide and the citizens expect to receive. We had 520 occurrences of multiple calls in 2018 with 80 of those incidences being 3 or more calls at the same time. It is expected that the department will occasionally be overwhelmed with calls for service, however, it is now becoming much too frequent. In order to help address this issue the department will be requesting additional staffing. The department currently has six (6) firefighters on shift and our goal over the next few years would be to increase that to eight (8) firefighters per shift. This would significantly enhance our ability to appropriately respond to the multiple calls as well as having sufficient personnel for major incidents such as a structure fire or ice/water rescue.

The department promoted four firefighters to the Lieutenant position. One Lieutenant is assigned to each of the four fire operations groups. This position is initially geared towards developing our staff to be ready for career progression. They have all been assigned department wide projects to manage as well as a number of leadership building activities. This is a big step in our succession plan and will have a very positive impact for the future of the department.

Department members completed numerous training programs over this past year. Some of the more notable programs were our fire/police joint active shooter

response training; a surgical airway management utilizing real skin and tracheas (animal); various real-life fire incident scenarios using houses scheduled for demolition; and emergency medical training using a mobile simulation lab emphasizing team dynamics in patient resuscitation and crew resource management.

Captain Kurt Simpson, Lieutenant Solden, and Firefighter Lambert are active members of the Norfolk County Technical Rescue Team. The team is available to assist local fire departments with specialized training and equipment in confined space, trench rescue, high angle and wide area search situations. Lieutenant Solden is also a member of the FEMA Urban Search and Rescue team. He was deployed to assist with Hurricane Florence this past September.

Fire Safety Education Specialist David Martin has once again applied for and received a grant from the Executive Office of Public Safety to help support our fire education program. We also received a grant for “Senior SAFE” which will help us expand our programs for the seniors in the community. Throughout the year F/F’s Dave Martin and Tim Earley conducted educational programs in the public and private schools as well as with different organizations in the community. One of the main focuses of the “Senior SAFE” program is home safety visits where we check for proper location of smoke and carbon monoxide detectors and look for general safety concerns and assist with remediation.

The department has four individual’s nationally certified Child Passenger Safety (CPS) technicians. We provided car seat training and installation for 80 families over this past year.

Firefighters were active in community events throughout the year. Department staff assisted school staff and private organizations with first-aid, Stop the Bleed, CPR and defibrillator training. Papa Gino’s sponsored the October open house at the fire station during Fire Prevention Week.

The joint agreement with the Holbrook Fire Department to share dispatch services continues to work well and allows all on-duty firefighters to respond to emergencies if needed.

In closing, we want to thank the entire community for their tremendous support, as always, over this past year.

Please Be Safe,
James W. Wright
Fire Chief

Report of the
Local Emergency Planning Committee (LEPC)

James Wright	Greg Meister
Sheila Miller	Michael Teixeira
Diane Malcolmson	Richard Murphy
John Ford	Tom Kenvin
Michael Polimer	Linda Callan
Charles Levine	Beverly Anderson
Kathleen Medeiros	Amy Tobey
Susan Edinger	Walter “Joe” Roach
Ashley Vincent	Dr. Victoria Greer
Joe Reiter	Frederic Turkington
Ken Wertz	

The LEPC is maintaining the emergency generator at the Sharon Housing Authority’s Community Building for use by all Sharon residents but will be especially beneficial to help the residents of that area to shelter in place for several days. This site in conjunction with the Community Center will give the Town good resources to recover from any disaster situation. All citizens are reminded that plans can change depending on the type and severity of the incident. The Town’s radio AM 1630 is always an excellent source for information. Remember, your car radio will work if you do not have a battery powered radio available.

The LEPC has worked with the Council on Aging (COA) to create a form that citizens who think they may need assistance or think they should be checked on during a disaster can give us information so we can better assist them in an emergency. The form is available on the town website under the COA, fire, or police sections or in person at the COA and fire department. The LEPC has also developed a booklet with information that will help citizen prepare and live through a disaster situation. Sheltering in place is always the best alternative, if possible, and can be accomplished with a small amount of preparation.

The Town is also participating in a regional emergency planning committee (REPC). We have had several meetings and a hazardous material spill at a facility exercise over this year. Participation in this organization will make sure that the Town is eligible for federal assistance in the event of a large hazardous materials disaster.

The LEPC secured a \$11,794 federal grant through the Massachusetts Emergency Management Agency to update the Town’s Pre-Disaster Mitigation Plan. The plan has been updated and approved by FEMA and adopted by the Board of Selectmen.

Report of **Civil Defense**

Michael I. Polimer, Director
Michael S. Corman, Deputy Director

Calendar year 2018 was another busy and difficult year for the Civil Defense Department.

On March 2 we were activated to assist the Police Department to man road blocks during a severe winter storm that took down many trees and power lines. Our assistance allowed the uniformed officers to attend to other, more pressing matters. Seven CD volunteers provided over 60 hours of service at no cost to the Town. We were busy all thru March as a series of storms came thru Sharon causing numerous power outages to which we provided assistance as requested.

During the year all of our automatic start generators around Town including the Hixon Farm Road clubhouse and two Town Public Safety radio repeater sites, were activated at one time or another during various weather related events seamlessly supplying emergency power to these locations until commercial power was restored.

Fortunately there were no other emergency activations during 2018.

Since our building was torn down to make room for the new Public Safety Complex in July 2015, our operation has been in flux. Our office is in the basement of the Town Hall, we shared garage and shop space in the Fire Department rear garage and had storage containers both in the Town Hall yard and on East Foxboro Street adjacent to the tennis courts.

During the summer of 2018 we were again forced to move our garage, shop and stored equipment out of the old Fire House as it was demolished to make room for the new Town Hall. This is the second major move into yet another temporary location in three years. This time it was accomplished by CD volunteers and Fire Department personnel. Equipment that had been stored in the vacant Fire House over the winter of 2017/2018 once again is stored in storage containers or outside in the weather. Our shop and live vehicles are now in temporary quarters in the Fire Department Auxiliary Building located in the Public Safety Complex, along with additional storage containers. We will continue to have office and storage space in the Town Hall basement until that building is demolished after the new Town Hall comes on line in the fall of 2019, so once again we are “homeless”.

To solve that problem, after two years of extensive planning and Town Committee approvals, we went to the May Town meeting looking for funding and a location for a new stand-alone 3,000 square foot Civil Defense building as an approved Capital Outlay project. After much debate about the location, the Meeting near unanimously approved \$340,000 and a location out on South Main St for a building. This involves a land swap which requires State and Federal National Park Service approvals as the proposed lot was partially funded by the National Park Service in 1974.

At this writing, the state has approved the transaction and we expect the National Park Service to do likewise.

Some minimal work was done on the site to allow engineers' access to do site surveys and septic system percolation tests, the septic system has been designed and preliminary drawings and specifications have been generated while we await NPS approval.

In spite of the obstacles facing us, Civil Defense volunteers provided the needed traffic lighting , off grid power, informational signage around town and AM1630 support for the May Town Meeting and the Town's July 3rd and Square Jam events. These drills continue to give the staff on the street training in the use of our equipment, while providing service as well as important safety lighting for residents, Fire and Police Departments.

Operation of the Town's AM1630 Community radio station continues. It has been in nearly continuous operation since November 2006. **In times of emergency tune your AM radio to 1630 for up to the minute information 24 hours a day.**

Equipment maintenance is ongoing with vehicle and generator oil and starting battery changes on schedule.

In conjunction with the Fire Department and a grant from MEMA we were able to purchase a small four wheel drive, diesel "Gator" utility vehicle in 2017. This will greatly enhance our mobility during Town events and emergency situations where the small size but heavy duty specifications will let us operate safely in large crowds or in the woods. Civil Defense volunteers added custom accessories onto the basic platform such as scene lighting, PA equipment, warning flashers, and UHF two-way radios, during 2018 to complete the project. It was used to great success during our July 3rd and Square Jam activations as well as a trip up Moose Hill with 10 inches of snow on the ground to check on our emergency generator at the repeater site there.

Other major construction projects were two portable power carts which feature high capacity battery packs, battery chargers, 1,000 watt 120 volt AC inverters and

60 watt LED flood lights on push up masts. These are built onto standard heavy duty “go anywhere” two wheeler hand trucks and give us portable, quiet AC & DC power plus LED flood lighting capability. We also designed and constructed a very heavy duty roll around cart to move and store the Fire Department’s floor protection mats. These rubber mats weigh over 2,000 pounds and are used to protect their garage bay floors when they equip the trucks with tire chains during snow storms. Using this cart they are able to roll it to the mats rather than having to carry the mats back and forth to the storage location.

Civil Defense volunteers continued to serve as technical consultants to all Town departments involved with our UHF two-way radio system. During the year we programmed radios, researched and specified new equipment purchases and assisted the various Town Departments in trouble shooting problems, avoiding outside vendor costs and delays.

As in the past, CD provided logistics support for the Health Department flu clinics as well as continued operation of the Town’s ongoing employee ID badge program.

We assisted the Town Clerk during the spring Town Meeting and elections. CD volunteers placed various traffic and voting informational signs around to make the voting process as easy as possible.

We again thank Chief Wright and his staff for all their understanding, co-operation and hospitality during the 2+ years we were squeezed together in their already crowded quarters in the old Fire House, thank them for helping us move yet again and once again thank them for providing space in their Auxiliary Building.

Civil Defense is Sharon’s all volunteer Emergency Management Department which has been in existence for over 70 years. It includes people with diverse backgrounds who add valuable experience and knowledge to our emergency response team. More volunteers are always needed. Meetings are held every Monday evening between 7 and 8 pm in our headquarters located in the basement of the Town Hall. There is no obligation to attend every meeting and anyone over age 18 is welcome to come and learn more about Sharon CD.

SHARON

*Department of Public Works
Reports*

2018



Report of the
Department of Public Works

Eric R. Hooper, P.E., Superintendent of Public Works
Peter O'Cain, P.E., Town Engineer
Elizabeth A. Curley, Business Manager
Cynthia E. Rhodes, Building and Engineering Division Secretary
Kathleen A. DiNatale, Operations Division Secretary
Antonetta M. Ackerman, Water Division Secretary

Longtime fixture at the DPW, Electrical Inspector, Jim Delaney retired after 49 years with the DPW. The 97-year old was chronicled on TV and in the *Globe*. He'd had enough of inspecting roof top solar installations. His big smile and great attitude no matter what was going on in the office will be very sorely missed.

The individual reports of the five divisions within the Department of Public Works demonstrate the breadth and scope of the DPW's responsibilities.

No additional staff was added to any division of the DPW. The DPW remains a total of 45 people, including administration, support staff and part-time inspectors.

Last winter saw sufficient precipitation which continued through the spring and summer growing seasons. Consequently, all wells functioned without restrictions. Even the Lake remained relatively high throughout the summer allowing for unencumbered recreational use.

The FY2018 expenditures for the DPW totaled \$ \$3,904,128, approximately \$400,000 above budget estimate for the year primarily due to snow expenditures that were approximately double of what they were during the previous year. The current appropriation for the FY2019 DPW budget is \$ \$3,543,382.

The FY2018 expenditures for the Water Department totaled \$5,202,290. Approximately \$2 million was expended on large projects such as main replacement in the Heights neighborhood, main repair under Route 1 and design work on the MWRA emergency connection and Massapoag Avenue tank replacement. The current appropriation for the FY2019 DPW budget is \$3,321,070.

The DPW was also responsible for operating and maintaining the Railroad parking lot and other parking lots throughout Town, traffic lights and cobrahead style, lollypop style and period style decorative street lights, adding another \$426,219 for lot maintenance and \$192,547 for street light maintenance to the DPW operating budget.

Finally, the DPW was responsible for managing approximately \$1.4 million of road and sidewalk paving projects (East Foxboro Street, Norwood Street sidewalk) from Town Capital authorization and Chapter 90 (gas tax) reimbursement.

Long time Engineering Department/Board of Health Septic Inspector, Jim Andrews retired to the peace and quiet of Vermont where he hopes to not be called on to deal with incidents of “bubbling crude” surfacing where properly functioning leaching fields should be. New addition, Kevin Davis has large boots to fill but already has a beard, albeit not grey yet.

While staffing levels remained static, the DPW has continued to expand its scope of services, with recent hires allowing more expanded effort maintaining Town buildings and other facilities involving heating and air conditioning issues and building use at the Community Center; structural, window, entry and furnace issues at the Library; construction evaluation and oversight for the recently completed public safety complex and currently under construction Town Hall, bidding various construction projects for the Recreation Department, and monitoring Town dams including the completed reconstruction of the Hammershop (Ames Street) Dam and upcoming construction at Mann’s Pond. The recent facilities maintenance position has resulted in significantly reduced response time dealing with minor facility problems that have long been neglected. Relatively new hires, life-long Townie, Matt Baldassari and Assistant Town Engineer Lance DelPriore have responded to a variety of calls Town-wide, many not remotely under their job descriptions.

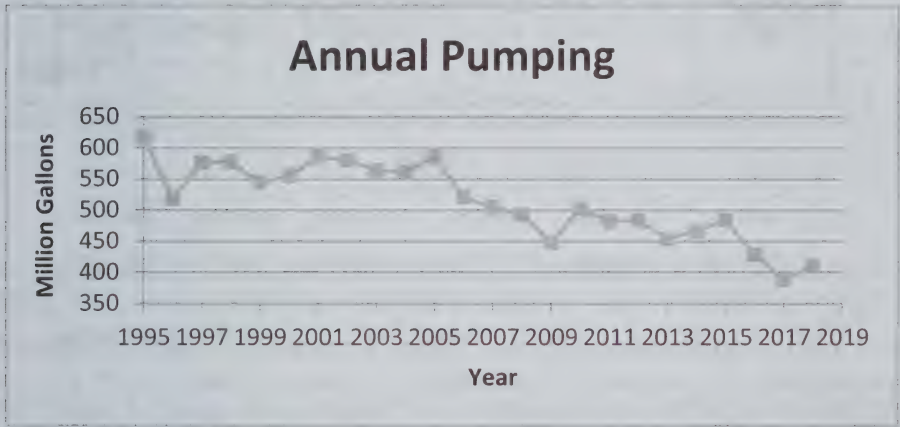
The major development projects in Town; the developments at either end of Old Post Road and smaller individual home construction projects are each moving forward at varying paces.

The Department continues to resolve traffic safety issues, most recently with the addition of lighted stop signs, school zone and crosswalk throughout Town, overpainting of crosswalks throughout Town, installation of road delineators at certain intersections and installation of speed bumps in neighborhoods that have regular and repeated complaints from residents regarding speeding and lack of enforcement.

Phase 1 of asbestos-cement water main replacement of mains under streets in the Heights neighborhood was completed this past summer. Phase 2 is scheduled to be completed during the 2019 construction season. In addition, the Massapoag Avenue Tank, originally constructed in 1955, is scheduled for replacement and a long recommended emergency connection to the MWRA should be completed by the end of fiscal year 2020

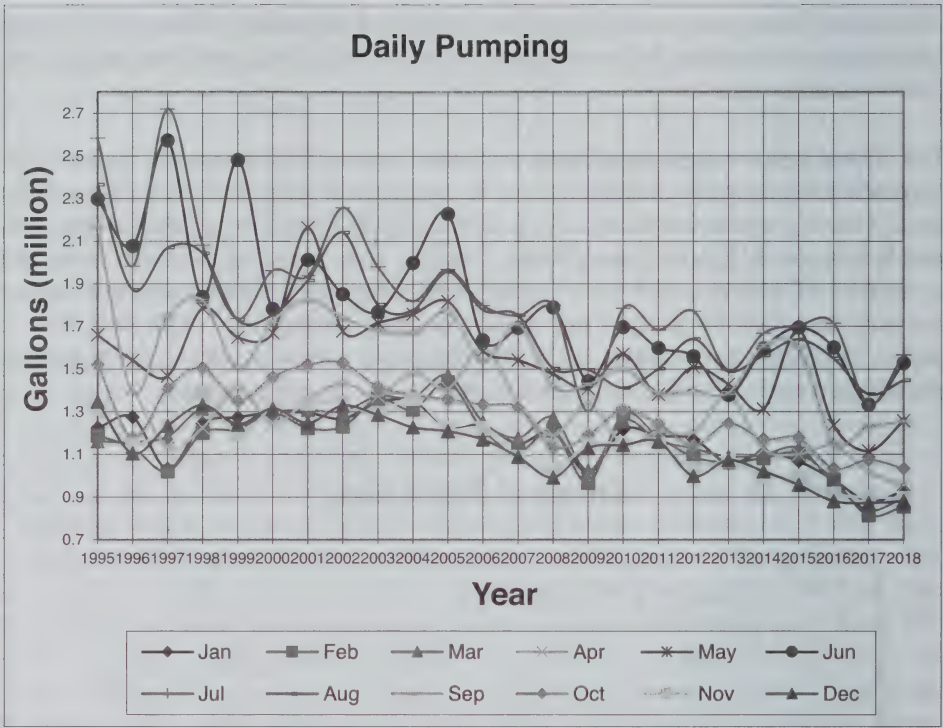
The Water Department continues to be recognized on both the State and Federal level as an exemplary department with forward thinking operating policy and conservation programs.

The Town has seen great progress on water use reductions as a result of the outreach and education. Sharon’s water use awareness programs have reduced the town’s annual water use from a high of roughly 617 million gallons to this past year’s use of 411.2 million gallons, roughly by one-third – more than the equivalent of adding a new water supply well. Sharon’s average residential water use was less than 50 gallons per person per day during 2017. Our withdrawal permit limits residential water use to 65 gallons per person per day. EPA estimates the national average usage at about 100 gallons per person per day.



Pumping during 2018 totaled approximately 411.2 million gallons, which was the second lowest annual pumped amount over the past two decades, eclipsed only by 2017 use of 387.7 million gallons.

As shown below, overall monthly water use continued the general downward trend and summertime use has become much less variable generally decreased significantly since the implementation of mandatory use restrictions that were implemented in the early 2000’s.



The FY2018 expenditures for the Water Department totaled \$5,202,290. Approximately \$2 million was expended on large projects such as main replacement in the Heights neighborhood, main repair under Route 1 and continued design work on the MWRA emergency connection and Massapoag Avenue tank replacement projects. The current appropriation for the FY2019 DPW budget is \$3,321,070.

Report of the
Operations Division

Michael Teixeira, Supervisor

Routine activities included vehicle and equipment repair and maintenance, roadside trash and animal pickup, catch basin cleaning, sign repairs and installation, street repairs, building maintenance and custodial support, along with Railroad Station parking maintenance.

Other activities include construction and supervision of the following projects:

- Milling and paving, along with asphalt curb and sidewalk installation on Massapoag Avenue from approximately the water tank to Thorney Lea Road.
- Asphalt curbing, sidewalk, milling, and paving of Bishop Road and Williams Road.
- Milling and paving of Moosehill Street from South Main Street to High Plain Street.
- Reset sidewalks and reconstructed granite curb on Laurel Road and Mitchell Road.
- Reclaimed and paved Meadow Road, East Foxboro Street from Beach Street to Colburn Drive, Mohawk Street, and approximately a 600' section of East Foxboro Street from Wolomolopoag Street outbound.
- Corrected drainage problems, repaired 37 catch basins, and installed new pipe in four other locations.
- Installation of new guardrails on Norwood Street, Upland Road, and South Walpole Street.
- Directed the repair and installation of numerous street lights in various locations.

The Operations Division was instrumental in constructing a roadway around the High School track and excavated for the installation of electrical lines to power the new athletic field lights.

Assisted the Forestry and Grounds Division with extensive tree and brush cleanup after the March snowstorms. Also, assisted other Town Departments with numerous projects.

Report of the

Forestry and Grounds Division

Kevin Weber, Supervisor

The Forestry and Grounds Division is responsible for all trees, turf, and green space at all Town owned facilities including athletic fields, schools, Town buildings, cemeteries, and roadsides. We are also responsible for managing the Farnham Road compost facility which is open to residents and local contractors. In 2018 we processed well over 10,000 yards of material consisting of grass clippings, leaves, and wood chips.

With the continued use of the SeeClickFix software, we were able to respond to resident requests in a more timely and efficient manner.

In addition to our routine activities, we also assisted the Operations Division with all snow and ice events, as well as clearing the sidewalks after storms.

We continue to assist the garden club, school PTO's, scouts, and other civic groups with beautification projects throughout town. We worked with the Recreation Department on continued improvements to the grounds at the Community Center, and other Recreation facilities. With the addition of benches, an outdoor ping pong table, and a second bocce court, the grounds are improving for all to enjoy.

We landscaped the traffic island at Norwood Street and Upland Road with the help of the Garden Club, and re-landscaped the cul-de-sac on Plympton Road.

We also assisted the Business Manager with the distribution of trash carts for the new trash program that was instituted on July 1, 2018.

Continuing education and safety are a top priority and the entire department attended New England Grows, chainsaw safety classes, and bucket truck safety classes sponsored by the Massachusetts Tree Wardens and Foresters Association.

We recorded 59.02" of rainfall. Our rain gauge was down for approximately 2 weeks at the end of July.

The Forestry and Grounds Division maintains a full time crew of a Supervisor, Foreman, Aerial Lift Operator, Heavy Equipment Operator, and three Truck Drivers. The division continues to strive to provide a top level of service to all residents of Sharon.

Report of the
Water Division

Wayne Walker, Supervisor
Robert Terpstra, Water Construction Supervisor
Robert Fisher, Station Manager

Routine Activities

Read Meters in town 5,790 x 12	69,480
Ground Water Monitoring Well Levels Checked	351
New Meters Installed	13
Meters Replaced	42
Read for Passing	677
Profile Meter/Re-Reads	74
Water Shut Off/On	99

Marked/Traced Water Lines	651
Seasonal Meters On/Off	60
New Hydrants (Installed by Sharon Water Department)	7
Hydrants Repaired	33
New Services Tapped by Sharon Water Department	2
Curb Box Replaced/Repaired	109
Water Service Leaks Repaired	10
Water Main Breaks Repaired	8
Water Main Gate Valves Replaced/Repaired	8
Water Main Gate Valve Boxes Replaced/Repaired	35
Pressure Tests	11
Trench Inspections for Contractors	40
Flow and/or Sprinkler Tests	26
Water Main Shutdowns for Contractors	12
Freeze Up Calls	12
Town Backflows Replaced	2
Hydrant Meter Installed/Removed	35

Water Samples

Routine Bacteria	424
New Main Bacteria	46
Fluoride	12
V.O.C.	12
H.H.A.	64
T.H.M.	36
Perchlorate	6
Lead & Copper	64
Nitrate	12
In-House Nitrate	26
In-House Sodium	26
In-House Secondary Contaminants	12

Water Mains Replaced in 2018

Lee Road

1,340 linear feet of 6" D.I.
555 linear feet of 1" Copper
Service Renewals-27
New Hydrants-3

Essex Road

1,900 linear feet of 6" D.I.
750 linear feet of 1" Copper

Service Renewals-36
New Hydrants-3

Webb Road

600 linear feet of 6" D. I.
335 linear feet of 1" Copper
Service Renewals-10
New Hydrants-1

Suffolk Road

1,375 linear feet of 6" D.I.
492 linear feet of 1" Copper
Service Renewals-24
New Hydrants-2

Middlesex Road

700 linear feet of 6" D.I.
275 linear feet of 1" Copper
Service Renewals-13

New Hydrants-2

Juniper Road

1,300 linear feet of 8" D.I.
171 linear feet of 1" Copper
New Hydrants-1

General Edwards Highway

600 linear feet of 12" HDPE

Gallons of Water Pumped

411,000,000

The Water Department is reading meters monthly to monitor water use.

Report of the

Building Inspection and Code Enforcement Division

Joseph X. Kent, Inspector of Buildings & Zoning Enforcement Officer

Paul Connors, Inspector of Wires

Anthony Piazza, Plumbing and Gas Inspector

Residents are reminded that almost all residential and commercial construction activities are regulated by the Massachusetts State Building Code. Permits are required for activities such as alterations, repairs, new construction, additions, solar installations, weatherization, accessory structures and/or commercial build outs. Additionally, all plumbing, gas fitting, and electrical work requires permits from the Building Department.

Electric wiring cannot be installed, nor can gas piping or reconnection of gas appliances or plumbing fixtures be installed without a permit by licensed personnel. All domestic water piping must be installed with no lead solder. The installation of permanent water treatment or purification equipment or lawn sprinkler system connected to a potable water supply including private wells shall be made subject to inspection and approval by the Plumbing Inspector for the protection of the residents and their families.

The total number of building permits issued during 2018 was 657. Of these, 2 permits were for single family dwellings.

The total value of construction and alterations was \$74,647,176. The Building Department issued 4 occupancy permits for 2018.

Permits issued and value of construction:

<u>Type of Construction</u>	<u>Permits</u> <u>2018</u>	<u>Permits</u> <u>2017</u>	<u>Estimated Values</u>	
			<u>2018</u>	<u>2017</u>
Single Family	2	5	\$490,000	\$2,294,000
Multi-Family	100	225	\$33,180,968	\$32,684,998
Additions/Alterations	558	550	\$12,214,819	\$12,640,471
Garages	2	1	\$80,000	\$54,800
Other Demolition	93	64	\$18,281,389	\$2,031,039
Commercial				

Fees for building, gas, plumbing and wiring permits collected during the year amounted to \$479,096. The Building Division provided all of the administrative support for the Zoning Board cases.

Report of the
Engineering Division

Peter O’ Cain, P.E., Town Engineer
Lance DelPriore, P.E., Assistant Town Engineer
Kevin M. Davis, E.I.T., Engineering Field Agent
April D. Forsman, GIS Coordinator

The Engineering Division continues to provide engineering support services to all Town Departments, Town Boards, and the residents of Sharon.

The expertise provided by the Engineering Division has allowed the Town to undertake projects and reviews that had previously required outside consultants. The Engineering Division often provides technical support and data to outside consultants and our own peer review consultants. The Engineering Division also reviews the reports generated by the peer review engineers for various Town boards and committees.

The Town Engineer, Assistant Town Engineer and GIS Coordinator act as technical advisors to the Planning Board, other boards and committees, and other Town Departments. The Engineering Division reviewed all subdivision plans, roadway as-built plans and ANR Plans submitted for approval in 2018. The Engineering Division provided technical assistance and plan review to the Zoning Board, Board of Selectmen, Fire Department, residents, the Sharon Public Library, the Standing Building Committee and the Sharon School Department for various projects during the last year. The Town Engineer and Assistant Town Engineer attended all of the Planning Board's meetings in 2018 and other board and committee meetings, as required. The Engineering Division works in support of

the Superintendent of Public Works to manage the budget and construct roadways and related infrastructure improvements and inspected all active subdivisions regularly to assure construction progressed in conformance with Planning Board rules and regulations.

The Engineering Division also provided design, construction supervision, plan reviews, bid writing, cost-estimation, budget management, project management and/or other technical services required for the following projects and many others:

1. Hammershop Pond Dam renovation and restoration project.
2. Mann's Pond Dam stump removal project.
3. Master Plan Committee with Master Plan.
4. Housing Production Plan.
5. Pavement and sidewalk condition study.
6. New MWRA drinking water pump station project.
7. New Massapoag water tank construction project.
8. Sharon Town Hall construction project.
9. Construction of 3700' of new roadway on Old Post road.
10. Implementation and utilization of new and existing software for various public works functions, such as permitting, addressing resident concerns, construction inspections, and database management.
11. Submitted annual reports to the state and federal government for 40B status, 40R status, NPDES compliance, issued street opening and trench permits to all utilities and contractors working in Sharon, submitted all chapter 90 highway funding applications, Housing Production Plan and other reports as required.

The Engineering Division, working as agents of the Board of Health, continued to enforce the state and local septic regulations, 310 CMR 15.000 (Title 5) and Article 7, and the local private well regulations under Article 16 . The Engineering Division also attended all of the Board of Health meetings. The Division reviewed 179 Title 5 Inspection Reports; approved design, issued permits for and inspected the installation of 122 new or replacement septic systems; and witnessed 86 percolation tests and 82 test holes performed in the Town of Sharon.

The DPW section of the website provides residents with important and up-to-date information regarding trash/recycling pickup, railroad parking, water ban schedules, permit fees, a link to the Town GIS website (which also has Assessor maps available to download in pdf format), links to the FEMA Map Service Center, links to other helpful State & Federal Government websites, ways to clean up stormwater, fees for DPW services and some by-laws related to stormwater.

(<http://www.townofsharon.net/departments-of-public-works>)

Use of the geographic information system (GIS) by other departments has allowed the Town to eliminate its dependence on outside consultants for production of Assessors and Conservation Commission maps, maps required by the State (DEP Annual Statistical Report, Chapter 90, etc.), street, school district, zoning, plow & sanding route, paving, public water supply system, recreation, event, "Exhibit" maps for the Assessor, maximum build-out, housing, maps for the Police and Fire Departments, census and voting, and re-zoning studies and/or maps (paper copies or in digital format).

GIS enables residents to obtain detailed technical information about their home and property including septic system information, lot size, lot zoning, setbacks, wetland information and more. The GIS Coordinator is also responsible for creating all Town maps, updating the DPW section of the Town website, keeping data current by updating GIS map layers, GPSing new layers and/or downloading data from MassGIS, taking license renewal photos, addressing some IT issues at the DPW, general pc and printer maintenance at the DPW, printing (temporary) road construction and event signs, creating and editing miscellaneous DPW documents, creating complex abutters lists, providing information and data to consultants hired for town projects, sharing data with State and Regional Planning Agencies, scanning and organizing plans as they come in, printing all oversize documents for all Town departments, and monitoring and programming large LED signs.

2018 Projects included: Reviewing approximately 5500 scanned resident address folders for accuracy and completion, (All resident address folders have been scanned and are now available to the public electronically), helping many residents contact FEMA regarding new map changes and disputing new additions to the flood zones, creating all maps for Town meetings and events, creating seasonal maps for the Operations Division (such as plow routes, sanding routes, street lights, and street sweeping progress), mapping innovative/alternative septic systems in Town, attending 2020 Census workshops and comparing the Federal address database with the local address database, working with a consultant to provide more information to be publicly and internally available on the Town GIS website, checking address ranges in Town for e911, researching plans to find and add conservation restrictions to the GIS system (ongoing), and working on many other projects.

SHARON

Community Development Reports

2018



Report of the Conservation Commission

Margaret Arguimbau, Chair; Meredith Avery, Stephen Cremer, Michael Donatelle, Keevin Geller, Jon Wasserman, and Alan Westman

Greg Meister, Conservation Administrator
Linda Callan, Clerk

“Increasingly the evidence suggests that people benefit so much from contact with nature that land conservation can now be viewed as a public health strategy.” – Richard Louv

The Commission held numerous meetings and public hearings resulting in the following:

- 4 Extension permits to existing projects
- 3 Orders of Resource Area Delineation
- 10 Order of Conditions and 1 Amended Order of Conditions
- 7 Negative Determinations
- 6 Certificates of Compliance
- 4 Enforcement And Violations addressed

Those areas involved in wetlands violations worked with the Commission to come into compliance as soon as was possible. In one instance a landowner was extending work in their yard and encroaching on Town land as if it were part of the yard. Once the boundaries were pointed out, the Town land was brought back to its original condition.

The Commission permanently protected just over 38 acres through Conservation Restrictions. One parcel on Billings Street was brought to completion after sixteen years of negotiating! We are thankful to Town Counsel’s office, specifically Lisa Whelan, for her efforts on seeing this project to fruition. The Commission is grateful to all landowners who see the value of protecting open space/wetlands and we welcome the opportunity to work with anyone who would like to pursue a restriction on their land or an outright purchase to ensure permanent protection.

During the spring a representative from the Mass. Division of Wildlife made a presentation regarding the over-population of deer and what can be done to control it. The commission invited members of commissions from abutting towns. Allowing hunting on conservation lands is a topic that the Commission will discuss, but may not go along with.

Work continued on the Open Space and Recreation Master Plan as we began to analyze the data from all those who participated by taking the on-line survey. Information gained from this project will be shared with the Town Master Plan Committee and any pertinent information they gain will be incorporated into our plan. We held a joint meeting with the Recreation Advisory board in June to discuss survey results and go over sections of the plan that need to be changed. We look forward to completion of the plan by the summer of 2019. We also worked with the Town and Recreation Dept. on the release of a parcel in the Deborah Sampson Park area to accommodate a new Civil Defense building.

We received confirmation from the Attorney General's office of the acceptance of the Commission's Wetland Protection bylaw.

Efforts to control weeds in Lake Massapoag are on-going and, working in conjunction with the Lake Massapoag Study Committee, applications to eliminate fanwort continued. The Recreation Department through the Lake Gateguard Staff continued to assist in the cause by attempting to monitor boats at the launching area for any weeds attached to trailers or boats prior to launch.

An area of concern for the Commission has been and continues to be the bog area on South Main Street which fronts the Sharon Gallery development. While the bogs are intended to come to the Commission, the condition they are in is less than acceptable. We engaged in discussions with folks who may be interested in harvesting the bogs in the future and look forward to cooperation from the developer in upgrading the appearance and infrastructure.

Our Eagle Scout project this year was done by Danny Rubenstein who completed a trail extension on the Beaver Brook trail off the end of Sandy Ridge Circle.

We note with sadness the passing of Alice Cheyer this past August. She was a dedicated, knowledgeable and fierce supporter of all conservation efforts. Her work with the Massapoag Brook Neighborhood Association, Sharon Friends of Conservation, and as concerned resident of Sharon, serves as a shining example of what volunteer efforts can accomplish. Alice's methodical, reasoned, and passionate approach to town issues was a model to be followed and she will be missed.

The Sharon Friends of Conservation (SFOC) continue to provide support for the Commission by coordinating Eagle Scout projects, arranging for a variety of trail walks throughout the year on the various trails in town, and supervising the Trail Steward Program that helps the Commission with trail maintenance. We value their assistance and their efforts are greatly appreciated.

Report of the **Sharon Housing Authority**

Susan Saunders, Chairman; Edwin Little, Vice Chairman; Ralph Generazzo, Treasurer and State Appointee; Charlotte Dana and Peter Melvin

Ashley Vincent, Executive Director; Jina Meng, Administrative Assistant; Richard Walsh, Maintenance Mechanic; Travis Spender, Custodian; and Chelsea Lanson, HESSCO Supportive Service Coordinator

The Sharon Housing Authority (SHA) acknowledges a new administrative staff member. Jina Meng is the new Administrative Assistant/Bookkeeper and started in March 2018. Jina Meng comes from Citizens Bank and has a master's degree in accounting. The SHA also acknowledges a new Maintenance Mechanic, Richard Shaw. Rick has spent 25+ years in the trades and started employment with the SHA in December 2018.

The Sharon Housing Authority provides rental housing for persons of low income with preference for Veterans and residents/those who work in Sharon. The Authority provides eighty-eight one-bedroom apartments for elderly and disabled residents at the Hixson Farm Road developments, six two-bedroom apartments for families at the Pleasant Street development, AHVP vouchers and a residential facility on Bay Road which is leased on a long term basis to the May Institute.

The SHA Board of Commissioners meet the first Monday of each month at 9:00 at Hixson Farm Road.

The Sharon Housing Authority's funding comes from the Department of Housing and Community Development (DHCD). The Sharon Housing Authority is one of the select few Housing Authorities in the Commonwealth to have a supportive services program. The supportive service program and partnership with HESSCO Elder Services is a huge asset to the Housing Authority and its residents. Andodyne Homemaker Services is the designated vendor agency and provides coverage/assistance to residents seven days a week. Supportive Service Coordinator Chelsea Lanson has an office on Hixson Farm Road and is responsible for all tenant activities/services.

The Authority continues to work on its Capital Improvement Plan (CIP) projects.

With grants from Dedham Savings Bank and Sharon Rotary Club, help from the Norfolk Agricultural High School and educational classes from Moose Hill, Executive Director, Ashley Vincent was able to design and build a community garden for Hixson Farm residents. Over 20 residents took place in the first "season" of the garden, and many traded and gave vegetables to other residents.

The community room hosts several events including: breakfast every morning, luncheons twice a month, a supper club once a month, movie showings on Mondays, coffee hour on Wednesdays and Arts & Crafts on Thursdays. Additionally, the Sharon Men’s Club uses the community room on Fridays and the Sharon singing group uses the space on Mondays.

The Authority continues to act as Monitoring Agent for the town and conducts an annual certification of affordable units located at Avalon Sharon.

The SHA staff conducted inspections of each unit throughout the year. There were over 150 work orders completed by SHA maintenance staff during 2018. Numerous conferences, trainings and meetings were attended throughout the year. Executive Director Ashley Vincent is the Vice President for the Small Housing Authority Directors Organization (SHADO) and on the Board for the Southeastern Massachusetts Executive Directors Association (SMEDA). These trainings and conferences greatly increase the skills and knowledge of SHA staff.

In 2018 there were two apartments leased.

The wait list for family housing and the AHVP wait list have been reopened.

The SHA staff would like to thank its residents for continuing to support the Housing Authority and our mission to provide safe, affordable housing for low-income individuals and families.

Report of the
Planning Board

Pasqualino Pannone, Chair; Rob Maidman, Vice Chair; Kai Yu, Clerk; David Blaszkowsky; Shannon McLaughlin; Peter O’Cain, P.E., Town Engineer; Lance DelPriore, P.E. Assistant Town Engineer; Rachelle Levitts, Administrative Assistant

The Planning Board met seventeen times in public session. Seven public hearings were held:

2/1	Historic Wall at 227 East Street
2/1	Proposed revision to Land Subdivision Rules and Regulations
3/8	Commercial Solar Energy Systems
3/15	Ban Retail Marijuana Establishments
3/15	Amend existing Zoning Bylaw to allow recreational use in the same district as RMD
3/15	Limit the number of marijuana retail establishments
4/12	Site plan review for new Town Hall Building

The Board spent many meetings discussing Diamond Residences, Sharon Gallery, the Cape Club Subdivision, Diamond Residences and the Birch Hill Subdivision preliminary plan.

The Board named the new roadway within the Diamond Residences subdivision, off of Juniper Road, Lily Lane.

CivicMoxie was chosen for the Master Plan Project and significant work has been performed to create the vision for the Master Plan for the Town of Sharon.

The Board approved sign permits in Post Office Square, which included: Todd's Deli, The Square, 68 Pond Street and 88 Pond Street.

The Board approved ANR Plans for Cape Club, 25 East Foxboro Street, 3 Apple Lane and 112 Massapoag Avenue.

The Board received a completed Housing Production Plan from the MAPC.

The Board expresses its appreciation to the other Town Boards, Town employees and those citizens who have assisted us during the year. Significant mention must be made regarding the invaluable contributions of Town Engineer Peter O'Cain, and Assistant Town Engineer Lance DelPriore, to the Board.

Report of the
Zoning Board of Appeals

Seth Ruskin, Chairman; Abhijit Brahmachari, Barry Barth, Regular Members;
Joseph Garber, Stephen Cohen, Stephen Weiss, Alternate Members
Gail Schustek, Administrative Secretary to the Board

The Zoning Board of Appeals holds public hearings on applications relating to zoning, including subdivisions, site plans, variances, and special use permits. Most ZBA hearings are for Special Permit applications for residential or business uses not allowed by right under current town bylaws.

During 2018, most cases before the ZBA involved the expansion of existing homes on non-conforming lots. While sometimes requesting plan revisions, the ZBA eventually granted approval in all cases that came before us. The ZBA met eighteen times during 2018. In the course of those meetings, twenty applicants came before the Board requesting either a special permit or a variance. The ZBA granted final approval to twelve residential applications, as well as: townhouses to be built on the Cape Cod Club of Sharon property, a marijuana cultivation and retail dispensary, an electronic face Billboard, and a new clubhouse for the Sharon Country Club. The ZBA appreciates the coordinated efforts of the other town

boards and committees, notably the Board of Selectmen, the Conservation Commission, and the Board of Health for providing comments and opinions.

Irena Kaufmann has stepped down as the ZBA's Administrative Secretary. We thank her for her work with the board. On a professional and personal level, we are grateful for the years Irena worked with us. We wish her well in her next endeavor. Gail Schustek has assumed this role.

The ZBA is an adjudicatory board and works to protect the rights of the property owner, the neighbors, and the Town of Sharon. The ZBA sees its mission and goal as to work in a cooperative manner with applicants to allow them to improve their property while protecting neighbors and interests of the town as a whole.

SHARON

Human/Social Services Reports

2018



Report of the **Animal Control Officer**

Animal Control Officer: Diane A. Malcolmson

Assistant Animal Control Officer: Paul Spender

Fill-in Officers: Christina Sawelsky, Mike Staruski and Rick Ripley

The Sharon Animal Control is dedicated to providing compassionate care and treatment for all impounded animals, and to the fair and impartial enforcement of animal-related laws. The Department also vigorously promotes the adoption of unclaimed animals, and provides educational programs that place emphasis on responsible pet ownership. The Department's goal is to serve and protect the public and promote a safer community through responsible animal ownership and humane care.

CURRENT PROGRAMS/SERVICES:

- Provide safe traps for catching cats and removal of wildlife in houses
- Impound loose dogs
- Rabies vaccination and license violation enforcement
- Investigation of animal complaints and neglect cases
- Issuance of citations and attend court hearings
- 24 hour emergency service for life or health threatening animal situations
- General information services
- Database of lost and found cats and dogs
- Adoption of dogs and cats from the shelter
- Educate the public on responsible pet ownership

GENERAL INFORMATION:

The Town of Sharon shelters its stray animals at the Town of Canton's Animal Shelter located behind the DPW building on Bolivar Street in Canton. Visiting hours for animals up for adoption can be done during the daytime hours of 9 am to 3 pm or by appointment. All animals can be viewed on www.Petfinder.com. Please take time to come in or view the animals up for adoption on the website.

The Animal Control Office is located at the Community Center Building at 219 Massapoag Avenue on the second floor of the building. This year the town introduced licensing of dogs through on-line payments. This can be accomplished through the Town's website www.townofsharon.net and clicking on "on-line payments". On this website you can also view information on the dog/animal by-laws, wildlife, licensing, pet care tips and frequently asked questions.

The Animal Control Department will assist in emergency removal of wild animals from homes and sick and/or injured wild animals only. Nuisance wild animal problems are referred to a licensed nuisance animal exterminator.

An ongoing database of lost and found cats/dogs has been quite helpful in successfully reuniting owners with their pets. The department stresses the importance of keeping cats as indoor pets, thus preventing the loss of them due to coyote attacks, “hit by car”, unknown bites (which leads to quarantines), and illnesses resulting in costly veterinary bills. The department is also strongly urging pet owners to consider having their dog(s) and/or cat(s) micro-chipped for easy identification. Micro-chipping can be done by your veterinarian and is a permanent way to identify your pet should it become lost. Animal Control Departments have universal scanners which allow us to immediately locate the animal’s owner. Social media has also been a huge help in reuniting lost pets with their families. The department welcomes this help from the residents of Sharon who continue to share the information posted on lost animals.

The Animal Control Department relies on the donations of supplies (towels, blankets, heartworm pills, dog/cat food, carriers, pet toys, collars, leads, etc.) as well and financial donations payable to the “Town of Sharon Animal Assistance Fund”. This fund was established for the further treatment of sick or injured animals received into the shelter as well as for educational materials for the public and financial assistance in spay and neutering of animals.

Report of the
Board of Health

Board of Health

Jay Schwab, DMD; Luba Raynus, JD; Ken Zoller, MD; Chuck Levine, Ed.D; Ed Welch, PE

Beverly Anderson, MPH, REHS/RS (Health Administrator); Sheila Miller, RN (Public Health Nurse); Kevin Davis and Lance DelPriore, Engineering Division of the Department of Public Works (DPW), agents of the Board of Health; Linda Callan (Administrative Assistant), and Edwin S. Little (Animal Inspector)

The Board of Health is composed of five members, appointed by the Selectmen, who serve overlapping terms. Members of the Board serve as Chair and Vice Chair on a quarterly basis.

Health Department staff members support the Board of Health through management of regulatory programs, health outreach projects, emergency planning efforts, and the provision of public health clinical services to Sharon businesses and residents. The full time Health Administrator serves 37.5 hours a week, An Administrative Assistant serves the town for 20 hours each week. A

contract inspector enforces regulations at licensed facilities including restaurants, nail salons, tobacco retailers and other establishments. The Public Health Nurse works 30 hours a week. The Engineering Division of the Department of Public Works, as agents of the Board of Health, ensures compliance of private wastewater systems with 310 CMR 15.000 (Title Five) and Article 7 of the Sharon Board of Health code.

The Board of Health is responsible for a wide range of public health issues that may affect the health of the town, including the management and regulation of environmental factors that contribute to disease, investigation of disease outbreaks, health promotion, provision of immunization clinics, and public health emergency preparedness planning.

Board of Health Activities in 2018

- Working with colleagues in the Sharon Police Department, completed new regulations for hotels and motels to address public health and public safety issues at these sites.
- Worked with the Attorney General’s Office of Receivership to resolve ongoing problems with abandoned housing in Sharon.
- Supported the proposal for a marijuana facility in Sharon. The Board of Health continues, however, to monitor developing legislation related to regulation of marijuana-infused products and public health issues related to marijuana intake.
- Revised regulations for septic systems, Article 7 of the Board of Health regulations to update information related to new wastewater technology, design updates, and changes in Title 5.
- Initiated the development of a Human Services Working Group to promote the collaboration of staff across different disciplines.
- Invited Dr. Lester Hartman from the Harvard Medical School, colleagues in the Sharon schools and Sharon Police Department, and a representative from the Massachusetts Municipal Association to its September 26, 2018 meeting to discuss the health impacts of e-cigarettes/”vaping” on Sharon students and young adults.
- Examined local and new State regulations related to tobacco sales and e-cigarettes/vaping.
- Held five hearings for requests for variances from 310 CMR 15.000 (Title 5) and Article 7 related to septic issues. Also held hearings for variances related to: food-1; lifeguards-1; camps-1; and a hearing for regulations related to motels and hotels.
- Organized influenza immunization clinics to protect the community against the flu virus. The Board of Health receives compensation from the Massachusetts Center for Health Care Financing for the immunizations provided.

- Voted to purchase “Stop the Bleed Kits” to be installed in public buildings in Sharon. Stop the Bleed kits provide tourniquets and other medical materials to limit blood loss from injuries in mass casualty events.
- Participated in the Sharon Substance Prevention and Resource Coalition (SSPARC) efforts to address opiate and other drug usage in Sharon.
- Members of the Board of Health and Health Department participated in the Sharon Public Health Planning Subcommittee, which is working to develop a community wide plan to identify health concerns in Sharon and to support health initiatives.
- Revised and updated Sharon’s Emergency Dispensing Site (EDS) plan, which outlines the process for administration of vaccines, medications, or medical equipment in response to a widespread infectious disease outbreak, natural disaster, or bioterror attack. Participated in emergency response exercises carried out with Region 4AB partners to assess components of the plan.
- The Board of Health, Health Department, and public safety partners participated in three exercises administered by the Region 4AB Public Health Emergency Preparedness Coalition designed to test public health emergency plans and response.
- Reviewed requests from owners of semi-public swimming pools to revise requirements for lifeguards, and assessed risk issues.
- Established fees for body art facilities.
- Presented information on radon in homes, food safety prevention, tick-related diseases, and other health issues to community groups.
- Received approval at Town Meeting of a Board of Health request to allow monetary penalties to assist the enforcement of the Board of Health Nuisance Regulation, Article 4.
- A second Town Meeting vote allowed the Board of Health to expand the use of two revolving funds to address emergency response needs, wastewater programs, and other public health issues.
- Worked cooperatively with the Conservation and the Recreation Departments to keep the bathing beaches safe throughout the summer of 2018. Testing of Lake Massapoag swimming areas was carried out and samples were transported to a laboratory for testing of E. coli from late May to September to monitor for bacterial levels. Non-swimming areas that might affect water quality in the lake or water supply were also tested, including sites near the town landfill, a brook feeding into the lake and other sites.
- Staff participated in the Medical Reserve Corps (MRC), a national network of local groups of volunteers committed to improving the health, safety and resiliency of their communities. Volunteers include medical and nonmedical individuals who serve during a local emergency health situation and assist with local public health needs throughout the year. The

town is part of Region 4A’s MRC unit and 35 Sharon residents are members. Assistance from MRC members during the year included help at seasonal flu clinics. Trainings on CPR and automatic external defibrillator (AED) units, Narcan administration, and the use of “Stop the Bleed” units were provided to MRC members.

Permits

The Board of Health licenses businesses in the town whose activities may affect the public health. The Board issued the following permits during 2018:

52 animal permits; 5 Bathing Beach permits; 3 permits to operate a manicuring salon providing artificial nail services; 52 food service establishments; 4 Residential Caterers; 10 Temporary (one-day) catering licenses; 2 one day event licenses; 10 mobile food trucks; 9 Farmer’s Market licenses; 5 residential kitchens; 2 hotels/motels; 1 milk pasteurizer; 1 frozen dessert manufacturing; 6 children’s recreational camps; 5 semi-public pools, 15 transporters of offal; 6 dumpster operations; 3 portable toilets and 4 retail tobacco sellers; 1 truck sale of milk.

Inspections

Routine and follow up inspections of regulated operations are carried out in accordance with State and local regulations.

Food facilities	166
Plan reviews of food facilities	5
Catering, Special Events	27 (Farmer’s Market, July 3rd event, Carnival)
Catering, annual permits	2
Nail salons	5
Mobile Trucks	10
Milk pasteurization	1
Tobacco	6
Housing	25
Motels/Hotels	6
Septic	
Dumpsters	6
Complaints	43

Public Health Nursing

The Public Health Nursing Service of the Sharon Board of Health provided the following to the residents of the town:

Total Office Visits	740
Total Home Visits	66

Immunizations (other than Influenza)	19
Influenza Immunization Clinics	6 (including middle and high schools)
Total Influenza Immunizations	1087
Total Services Provided	1912

Sheila Miller continues in the position of Public Health Nurse (PHN). Linda Beadle, FNP provides assistance on an ongoing basis as a part –time PHN as well as several nurses who provide per diem clinic and office coverage.

Regularly scheduled office hours provide blood pressure, blood sugar, and cholesterol screening as well as weight monitoring, test result interpretations, immunizations, etc. Other clinics are held throughout the month at the senior housing complexes and COA. Home visits are coordinated with COA, family members, and home care agencies. With the Fire Department, Vial of Life, lock box, and smoke and CO placing/replacing programs continue.

The PHN provides technical assistance to the public and private schools and camps. Summer camps are inspected before opening day and throughout the season with an emphasis on water front safety (Christian’s Law.) MAVEN (MA Virtual Epidemiology Network) continues to be utilized for reportable/communicable disease reporting and follow-up, and the MIIS (MA Immunization Information System) tracks all immunizations given in the Health Department. The biennial inspection by DPH Vaccine Unit was successfully completed.

Seasonal Public Health initiatives were promoted at the following venues: COA, Senior Housing, Library, Recreation Department events, town hall, and farmer’s markets. Information on tick and mosquito borne illnesses, sun safety, emergency preparedness, and flu were some of the topics addressed. Presentations on Medication Management and Hoarding Disorder were given at the COA and summer safety at Recreation Department. Coordinated with the Children’s Melanoma Prevention Foundation to provide information to High School students and Recreation Department summer staff. The PHN sat on the SSPARC (Sharon Substance Prevention and Resource Coalition) committee and organized trainings and public events. Through a grant from the Rotary Club and assistance from a Rotarian, emergency preparedness kits were assembled. They were distributed to at risk individuals living in the community.

The Health Department conducted community flu clinics during autumn. In order to accommodate the changing demographics of the town, clinics are held on a Sunday and at the Middle and High Schools with good results. The department continues to bill insurances and Medicare for reimbursement. This along with donations enables those who are under or not insured to receive the vaccine at no cost. The clinics would not be possible without the support of the staff, Lion’s

Club, Civil Defense, Medical Reserve Corps, Curry College students and participants in the Property Tax Workoff Program. The department thanks everyone for their time and effort that supports this important public health service.

Report of the
Council on Aging/Adult Center

FULL-TIME STAFF: Kathleen Medeiros, Executive Director; Nancy Weiner, Office Manager/Transportation Coordinator	
PART-TIME STAFF: Susan Edinger, LICSW, Social Services & Volunteer Coordinator; Marsha Books, Program Coordinator; Eileen Wright, Receptionist; Drivers: Michael Pierce, bus; Bruce McDuff, van; Clinton Sutton, bus	
ADULT CENTER VOLUNTEERS: Jacqueline Weiler, Rose Kanter, Doris Edwards, Loretta Landolfi, Ruth Handler, Barbara Kass, Karen Grossman, Lillian Levine, Addie Johnson, Esther Ellen Weiner, Daniel Sirkin, Barry Greenfield, Valerie White, Barbara Golner, Linda Cunningham, Caryl Antonio, Bernie Waggenheim, Jim Rusconi, Joe Kurtzer, Louis Berman	
SHINE COUNSELOR: Jerry Einis	
COUNCIL ON AGING ADVISORY BOARD:	
Robert Maidman, Chair	Neil Grossman
Mildred Berman	Madhav Kacker
Hridaya Bhargava	Mindy Kempner
Rita Edelston	Sui Wen Yang
Elliot Feldman	Doris Ann Gladstone, Alternate
Ralph Generazzo	Ruth Palan Lopez, Alternate
Richard Gorden	Paul Remy, Chair/Disabilities Commission

Contact us at 781-784-8000 or sharoncoa@townofsharon.org. To receive a print copy of our monthly newsletter, THE VIEW, contact the Adult Center.

MISSION STATEMENT: The Sharon Adult Center welcomes all adults from the multicultural populations residing in and around Sharon. We foster mutual understanding and respect among our participants, staff, community partners and volunteers to enhance the quality of life for all.

The Adult Center/Council on Aging offers an array of culturally and ethnically diverse programs and activities, handicap accessible transportation and human services for Sharon residents. Adults age 60 and over receive priority, however all adults ages 18 and over may use our facility, space permitting. Social services including information and referral, limited case management, and counseling/support groups are offered by a licensed social worker for Sharon residents. We also assist with legal, SHINE (health insurance information), safety programs, property tax relief including the Property Tax Work-Off program, Senior Circuit Breaker program and work closely with

regional and state organizations as well as our legislators advocating for needed services and property tax relief.

Our support groups, related workshops, and information sessions are available to resident and non-resident caregivers, those with vision impairments, and patients and family members impacted by Parkinson's Disease. Other groups and community education workshops on a wide variety of interesting and informative topics are offered throughout the year and are listed in our monthly newsletter, THE VIEW, and the Sharon Adult Center Men's Club newsletter, Nexus. Our newsletter is available in print form and online; large print upon request. Many of our programs are highlighted in the Sharon Advocate as well as other media. A number of our programs are listed on the Town of Sharon Facebook page.

The Council on Aging Advisory Board's mission is to support the Adult Center staff and infrastructure by reviewing community priorities, service delivery quality, program and event diversity, and helping to ensure responsiveness to Sharon's senior population. Composed of 11 volunteer members and two alternates, the Board held nine meetings in 2018, supplemented by numerous ad hoc issue and operations discussions.

The Board is kept current on activities of the Sharon Commission on Disabilities, Friends of the Sharon Council on Aging, American Association of Retired Persons, and Health & Social Services Consortium (HESSCO), as well as other governance boards and committees. The Board will continue to study important issues such as transportation, affordable housing, aging in place support, and tax relief to help improve quality of life for this sector of the Town's population.

Robert B. Maidman was 2018 Chair and will continue in 2019. The Board welcomes suggestions and participation from the community at-large.

Housing Forum: Approximately 90 people attended our Regional Housing Forum held in September. Those in attendance heard speakers from state and local agencies as well as professionals in their fields. Discussions centered around whether one's current home was suitable for the long term, available tax options, reverse mortgages, trusts, homesteads, and other legal options, services from local agencies, maintenance and home repair and modifications and remodeling. The Adult Center acknowledges the Friends of the Sharon Council on Aging for their sponsorship of the breakfast associated with this program.

Programs and Services: Applications for assistance with fuel bills and other urgent needs for elders and families were completed at the Adult Center. Some residents have received additional funding through the Salvation Army and the Friends of the Sharon Council on Aging. The Property Tax Work-Off Program, which provides a tax abatement for residents 65+, also allows Veterans of any age to

participate as well as younger representatives to work on behalf of elders and the disabled who are unable to do so themselves but are otherwise eligible. We also provide information about the state (DOR) Senior Circuit Breaker and other property tax relief options. Applications for the Town Sponsored Trash Pickup Program, which provides free trash pickup for qualified residents, were processed by the Adult Center.

In light of the rich diversity of the Sharon community, we offer a monthly South Asian (Indian subcontinent) Socialization Program, a Chinese weekly social program that continues to grow, averaging 50-60 people, and our Lakeside Café, a monthly LGBT program with 15-20 attendees that provides isolated elders in the suburbs a chance to socialize and have lunch.

During 2018, the Sharon Adult Center, with the help of the FSCOA (Friends of the Sharon Council on Aging), supported the local arts by hosting six art exhibits in the Lakeside Gallery and held as many evening opening receptions for the public. Represented were individual Sharon artists and artisans, members of the general community, the Adult Center Photography Club and the Sharon Creative Arts Association. The FSCOA also runs the Craft Corner at the Adult Center, featuring a wide variety of crafts made by residents of Sharon. All of the crafts are available for sale to the public. The FSCOA also sponsored a Cabaret Night attended by approximately 115 people. In addition to the support from the FSCOA, this program was also funded through a grant from the Sharon Cultural Council.

Programs at the Adult Center continue to expand with an increase in participation. Weekly programs include six different types of Fitness classes, cards and games, memoir group, art studio, bocce (seasonal), Wii bowling, knitting and crocheting group, computer tutor, SHINE appointments, and RMV services offered at the Adult Center. Mainstream movies are offered numerous times during the month both in the morning and evening. Co-sponsored with the Sharon Public Library: “TechConnect” small computer workshops with staff from the library. Programs/discussions on healthy eating, shame/guilt/forgiveness, and end of life decisions, including estate planning, were held throughout the year. There are also a number of monthly programs which include book discussions, short story discussion, photography club, and opera film. Monthly parties with entertainment usually have 100-130 people in attendance. Monthly trips to museums, historic sites, boat rides, and other destinations are also offered. Many evening programs are offered to allow working people the opportunity to attend programs at the Adult Center.

Other Program Highlights in 2018

- Chinese New Year Celebration with entertainment by the Sharon Chinese Elder Group and catered lunch for the entire senior community

- Various lectures by speakers, including historian and professor Dr. Gary Hylander, opera expert Erika Reitshamer, and popular music and film historian, Bruce Hambro
- Five author book presentation and signings, including Dr. Andrew Budson, author of “Seven Steps to Managing Your Memory” and Jerry Thornton, author of “From Darkness to Dynasty – The First 40 Years of the New England Patriots” (attended by all ages)
- “A Survivor’s Story” presentation by volunteer and Sharon resident, Doris Edwards, on her survival of the Holocaust in 1938 Germany (over 100 people in attendance)
- Authors from the iconic book “Our Bodies Ourselves” held a panel discussion (120 in attendance)
- Informational talks on Medicare, Property Tax Relief Options, Safety Programs (including AARP Driver Safety program)
- Intergenerational programs included performances by the Sharon High School Honors Chorus and Orchestra
- Summer evening program: pizza party and sock hop with DJ
- Lunches, talks, crafts and health and wellness programs sponsored by community agencies, senior residential facilities, and home health care agencies

Other noteworthy accomplishments and grants during this period:

- COA Social Worker is partnering with Fire Department, Police Department, Public Health Department, Sharon Public Schools, clergy and other concerned Sharon residents with SSPARC (Sharon Substance Prevention and Resource Coalition).
- COA received a grant from MA Association of Councils on Aging (MCOA) to continue to run a monthly Memory Café at the Adult Center through FY 2019.

Grants: The Friends of the Sharon Council on Aging assist with small grants to seniors and families in need and continue to pay for monthly postage and other related costs for THE VIEW. Other grants include the state Formula Grant appropriation and the Sharon Cultural Arts Council. The COA has also received in-kind donations, gift cards and other donations from many town organizations such as Sharon Firefighters Association, the Gifts of Hope and the Rotary Club.

Volunteers: In FY 2018, volunteers provided over 14,900 hours of service to the Adult Center. Their services included driving, office assistance, teaching, entertainment, tax preparation assistance, SHINE (Serving the Health Insurance Needs of Everyone) counseling, and much more. In-kind services from professionals (i.e., lawyers, doctors/nurses, tax professionals, speakers) were valued at approximately \$118,000.

Transportation: The Adult Center/COA provides transportation to the elderly, disabled and some younger individuals using our three state-awarded handicapped accessible vehicles and two cars formerly used by other town departments. The Adult Center/COA provided over 7400 one way trips for shopping, medical appointments including rehabilitation services, Adult Center programs, spousal visits to nursing facilities, day trips and more. HESSCO Elder Services provided additional resources through a grant-funded transportation program providing transportation into Boston for medical appointments. COA vehicles also serve a variety of other needs for other departments’ emergency use, shuttles for special events, etc.

Report of the
Public Library

<u>Library Board of Trustees</u>			
Cheryl Weinstein, Chair (2018); Robert Levin, Vice Chair (2018); Wendy MacArthur, Secretary (2019); Carolyn Weeks, Treasurer (2020); Loretta O'Brien (2020); Andy Hyland (2019)			
<u>Staff</u>			
Lee Ann Amend, Library Director; Mikaela Wolfe, Assistant Director/Head of Adult and Technology Services; Jonah Smiley, Head of Youth Services; Hilary Umbreit, Information Services Librarian; Jessica Henderson, Children's Librarian; Karen Mafera, Circulation Supervisor; Jennifer Perciavalle, Technical Services Supervisor; Kurt Falter, Technical Services Assistant; Josephine Papineau, Administrative Assistant			
<u>Library Assistants, Pages, and Custodian</u>			
Sharon Biggie, Susan Cohen, Christopher Jones, Megan Pedersen, Hannah Rishel, Leslee Rotman, Cathy Ruvich, Kristin Souza, Gary Kamp, Custodian			

Type and Quantity of Materials Patrons Borrowed

Type of Material	Adult & Young Adult	Children's	Totals
Books	67,885	100,719	168,604
Newspapers & Magazines	2,872	375	3,247
Audio(CDs: books, music)	12,303	2,825	15,128
Video (DVDs)	20,712	11,566	32,278
E-books	19,108	0	19,108
Downloadable audio	9,142	0	9,142
Misc. & Electronic collections	24,450	90	24,540
Totals	156,472	115,575	272,047

Interlibrary Loans received from other libraries for our patrons	45,613
Interlibrary Loans provided to other libraries	19,974

Type and number of Materials Available for Patron Use

Type of Material	Adult & Young Adult	Children’s	Totals
Books	48,517	22,872	71,389
Magazines & Newspapers	1,024	127	1,151
Audio(CDs: books, music)	6,381	958	7,339
Video (DVDs)	5,906	1,508	7,414
E-books	336,237	0	336,237
Downloadable audio	67,604	0	67,604
Downloadable video	13,251	0	13,251
Misc.	116	14	130
Totals	479,036	25,479	504,515

Children’s Programs Held	271
Children’s Program Attendance	11,576

Adult and Young Adult Programs Held	246
Adult and Young Adult Program Attendance	5,648
Cynthia B. Fox Community Room Use:	895 programs were held.

Major Accomplishments and Projects:

The Library is currently 2nd on the wait list for its approved grant from the Massachusetts Public Library Construction Program. The Sharon Library Foundation began accepting pledges for the new library in October 2018 and has received \$120,000 for naming opportunities so far. Funds raised will off-set local funding.

In March 2018, a structural engineer surveyed the damaged main beam, examined original blue prints and architectural plans from 1914, 1960 and the 1979 additions. He reduced the load bearing capacity of the Carnegie Library floor to withstand only 60 lbs. per square inch load bearing capacity and asked that the heavy collections be removed from the floor. On May 17th, two lally columns were

installed below the beam allowing the library to keep the Books on CD in place as there is no other place in the building to move to this collection. Technical Services staff continue to work below and between the two supporting columns as there is no other place in the library to move this department.

On July 13th, monsoon rains flooded the library lower level as the drains couldn't keep up with the storm. Water went through the walls into the Tech Services Department as well as through the doorway. Over 4 inches of water poured through the door, dispersing as it spread throughout the lower floor. The library was closed to the public while DPW and library staff mopped up and pushed the water back out through the doors until the rain stopped. Water flooded through the Community Room doors, traveling across the floor to the Local History Room where it was stopped by staff. Belfor Emergency Disaster Company was called in to perform a moisture test to determine which walls should be replaced to prevent potential mold remediation issues. Several lower level walls were determined to have been saturated more than once over the years. Repairs and replacement to the damaged walls occurred on December 14 & 27th. A second less serious flood occurred on July 20th.

Adult Services has enjoyed a busy and successful year in programming. In partnership with the Adult Center, we kicked off the year with a series of genealogy presentations that brought patrons out despite snowy conditions. The Aldrich Astronomy Society generously donated a circulating telescope to our collection, then introduced it to community members of all ages during their well-attended Backyard Astronomy program here at the library. We have hosted instructor Chris Ventura several times for a class on essential oils that continues to be a popular draw. In July, we added the new, monthly Sharon Stitches embroidery club to our calendar; meanwhile, our well-established Book Discussion Group is going strong, with member attendance steadily increasing year to year. Autumn saw the return of our annual Frankentoys program, during which patrons tap into their inner Dr. Frankenstein to sew cute and creepy stuffed animal creations. With the help of the local Girl Scouts, we hosted a letter writing program--volunteers wrote and decorated letters, which were then sent out to senior citizens, veterans, and others in the community. By far the most popular programs we held this year, however, were two contests: a Peeps Literary Diorama contest in the early summer, and our 3rd Annual Pumpkin Carving Contest in the fall. Both competitions involved hundreds of people in the Sharon community as they submitted entries, or as they scoped out the field in-person or online and submitted their votes.

The Library has developed a new program called, "Little Library Kits" in line with state wide initiatives. We now have the following kits to check out. Bicycle tire repair kits, crochet kits, knitting kits, sewing kits for the beginner and our dementia/Alzheimer's kits for caregivers to help them establish level of understanding and ability while working with their client/loved one. The library

also has 3 Roku devices to use with a television set and six Kindles loaded with popular books for patrons reading enjoyment.

The Sharon Public Library has one of the highest circulation statistics as compared to other libraries in the network, and is evidenced by the 11.78% increase in network costs. The high Interlibrary loan (borrowing) rate continues to indicate the high level of usage by our patrons.

Thanks to the Friends of the Sharon Public Library we have 26 museum passes available for our patrons to use. The Library on Wheels program continues to be a success as we served 20 patrons with regular visits.

In 2018, Youth Services continued to offer top quality programming to children of all ages. We offer high quality STEAM workshops, including Lego Robotics, Digital Animation, 3d Modeling and more. During the summer we held an all-day event as Ihuoma Owunwanna, The Balloon Fairy, worked with the youth of Sharon to create two enormous balloon-animal Eagles, which were hung in the library for several weeks. Our annual chess tournament, while open to all members of the community, once again showed the great skill of Sharon chess players and coaches, as Sharon residents took medals in all four levels of play. The Sharon Public Library is the only library in the country to offer a chess tournament affiliated with the US Chess Association.

Many artistic library patrons created beautiful hammered copper bookmarks. In addition to creating one-of-a-kind works of art, workshop participants learned about the metal working process, hammers, metal stamps, and chemical reactions, and used their newfound knowledge in their art work. In October we entered the second year of our LSTA Serving Teens and Tweens grant which focused on our Pop-Up Teen Room program. Our Teen Advisory Board (TAB) has grown in size and has attracted teen patrons with a variety of interests, as has participation in our weekly "Pop-Up Teen Room". The library also premiered a new book group, the Manga Book Club for tweens and teens, and continued to offer many of our popular ongoing programs, such as Lego Engineering, Recycled Origami, and Take Apart Tuesday.

Major fundraising was possible through events held by the Friends of the Sharon Public Library which includes the annual Book Sale, Children's Author Program, and Paint Night. Funds from these events pay for the rental collection, museum passes, programming for all ages and furnishings and equipment for the library. A special thanks to Dedham Savings Bank for donating two Kindles as summer reading prizes. Thanks also to Eastern Bank, Sharon Credit Union, and Herb Chambers Lexus for their continued support.

A very special thanks to the Sharon Cultural Council, Sharon Garden Club, One Book One Town, Sharon Congregational Church, Sharon Historical Society, Council on Aging, Sharon Recreational Department, Sharon Department of Public Works and especially our patrons and donors for the support have given us throughout the year. Their generosity helps to make this library a special place for our community. Special recognition to our very capable staff, Board of Library Trustees, Friends of the Library, Library Foundation, adult and student library volunteers, and to each of the organizations and committees we work closely with to serve you.

Report of the
Recreation Department

Linda Berger, Recreation Director
Jonathan Lewitus, Assistant Recreation Director
Maura Palm, Secretary

Recreation Advisory Committee
Gary Bluestein, Chair; Judy Crosby (School Committee Liaison), Ro Desai, Steve Ferrara, Rick Schantz, Fred Turkington, Cheryl Whiting, Christopher Valois
Retired Recreation Advisory Member: Steve Lesco (December 2018)

Calendar Year 2018 was a tremendous year for the Sharon Recreation Department. The department would like to first and foremost recognize the dedicated staff, vendors and community partners who work tirelessly to provide outstanding programming and events to our residents. Participation in recreation helps foster a sense of community, positively impacts health (reducing health care costs), reduces crime, stimulates the economy, and improves overall quality of life. To accomplish our mission the Recreation Department leans heavily on the support and cooperation of many town departments including; Department of Public Works, Sharon Police and Sharon Fire, Sharon Public Library and Sharon School Department. The recreation staff appreciates the efforts of countless volunteers, citizen groups, committees, organizations and local businesses who donate their time, energy, and resources to maximize the quality of activities and events run by the department. These groups also contribute toward the improvement of town facilities including playgrounds, ball fields, and park amenities.

With over 730 children involved, when it comes to programs, Sharon Rec Basketball program certainly is the shining example of what our department has to offer. The kindergarten program is directed by the talented student-athletes and coaches from Sharon High Schools Varsity Basketball Program. David Clifton, former Sharon Recreation Director, continues to share his passion for the fundamentals of the game with our instructional league for children in grades 1-2.

Boys and girls in our grades 3-8 league make great progress throughout the year. On Sunday afternoons, our gyms are full with high school students playing for the love of the game. Don't forget to come down to East to watch our talented STAR basketball program under the direction of Katie Currul-Dykeman and Scott Dykeman. We sincerely thank the volunteer coordinators, coaches and student coaches that donate their time and talent to make this league possible.

Our goal is to meet the demands of the community. In doing so, we continue to develop and introduce programs. New in 2018, the Sharon Recreation Department partnered with the Sharon High Football team who served as coaches and referees to offer Flag Football, with 120 participants in its inaugural season.

Throughout the year the activities offered included; Archery, Ultimate Frisbee, Field Hockey, Kids Running Club, Adult Couch to 5K/10K, Adult Art Classes, Vacation Programs with Play-well, Common Sense Chess, Party Elements, Viking Sports, Young Adventurers and half day programs such as B.L.A.S.T, Pediatric First Aid and Social Skillz classes.

Summer always proves to be an active time for our department. In 2018, we had our return of the women's softball league, expanded our summer sailing program, offered a pre-school sports programs with our friends at Viking Sports, provided an outstanding experience for our school age children with Massapoag Sports Program and CIT's, held our first Young Hacks Academy, and Let Go Your Mind STEM Lego classes returned to full capacity. The Invensys Y offered swim lessons at our lake and new this summer, Adventure Activities, USA, offered rentals of stand up paddleboards and kayaks for the enjoyment of residents. Lake Massapoag is often referred to as the crown jewel of Sharon. Thanks to our team of capable and talented staff led by Waterfront Director Mary Griffin, this summer was one to remember.

Special events throughout the year are designed to allow for community engagement opportunities. There was something for everyone - - and this year was no exception! From the 2nd Annual Fishing Derby led by resident Rick Ripley to our Lakeside Concert Series, Beech Tree concert Series and Back to School Movie Night sponsored by Whitney Place, Kids Concert Entertainment Series with entertainment brought to the community by our friends at Sharon Library, Community Education, and Everwood Day Camp, 24th Annual Square Jam Celebration, Halloween Trunk or Treat and our Annual Costume Parade, individuals of all ages had opportunity to gather and socialize.

New opportunities this year included an Earth Day Clean Up, Town Wide Community Yard Sale, and Family Camping Night, which will be offered again with a rain date in 2019! Each Friday morning of school vacation weeks, the

ballroom was filled with families enjoying complimentary performances by Mike the Bubbleman, Karen K and the Jitterbugs and Animal Adventures.

The Sharon Recreation Department is proud to have achieved the following facility improvements in 2018:

- Installed changing stations at Ames Street bathroom facilities. Replaced the roof to the gazebo at Beech Tree Park from a generous donation from Eastern Bank Foundation.
- Installed outdoor ping pong table, benches and signage at Frank I. Sullivan Recreation area.
- Veterans Memorial Park Beach upgrades have included; rekeying locks, new screens installed at snack shack; updated the information kiosks to working order; new picnic tables along the beach and at the concession stand, brand new patio, installation of safety perimeter edging surrounding the grass of the bandstand, and secured signs at beaches, boat ramp that include rules, operating hours and fees. In addition, restroom facilities have automatic timers installed for better access.
- As a final Eagle Scout project, Scout Jason Cloherty, replaced the decking stairs at the Veteran's Memorial Beach Bandstand and stained the wood floor.
- Additional updates at Ames Street Playground was completed by December, with new accessible concrete pathways surrounding the concession stand, Percussion Play musical instruments, video surveillance and a rock slide that provides a challenge for our older children.
- Received notification that we have funding approved for \$60,000 state earmark to build/construct the Ezra Schwartz Pavilion at Dr. Walter A. Griffin Playground.
- With capital funding secured, we have purchased a John Deer Gator to be used at beaches for trash/geese dropping removal. Expected delivery will take place in April 2019 for the upcoming beach season.

The Recreation Department implements the Field/Outdoor Facility Permit Policy and issues permits for sports organizations who wish to reserve Town and School fields. In addition, we have reached out our hand to help our neighboring community, Stoughton High School, as their team used Deborah Sampson tennis courts as their home base while their school is undergoing construction. Dover-Sherborn High School has also turned to our community to hold their sailing program on the waters at Lake Massapoag for their Spring Sailing season.

There are some tremendous citizens in our town that deserve recognition for their volunteer efforts. We would like to congratulate our award recipient, Rob Maidman for being recognized as the 2018 Citizen of the Year.

I would like to thank the volunteer members of the Recreation Advisory Committee, who like many residents volunteer their time and expertise for the betterment of our community. We encourage residents to provide feedback to the Recreation Department. Recreation Advisory Meetings are open to the public and we encourage you to attend to learn what is happening at your local department. From information gathered from our Open Space and Recreation Plan conducted by the Conservation Commission, we have a good direction set for 2019 and beyond. We look forward to continuing to work with Recreation staff to make enhancements to our facilities, programs and services.

Report of the
Veteran’s Services Department

Paul R. Bergeron, Veteran Service Director
Patricia A. Walker, Assistant

The Veteran’s Service Office provides assistance, guidance and advocacy for Sharon Veterans and their families. The office is independent of the United States Government Veterans Administration.

Financial aid and/or counsel was given by the Veteran Service Officer to Sharon resident veterans who had a need and met the Commonwealth of Massachusetts’s guidelines. Arrangements were made with other agencies for those who did not meet the state criteria.

Veterans and or their family members, when requested, were provided Veteran Services consisting of information, referral and advice as well as aid in preparation of applications for veteran entitlements. The service was oriented toward the goal of obtaining veterans’ benefits offered by the state or federal government. The applications consisted of one or a combination of entitlements related to medical care, disability, taxes, hospitalization, insurance, burial allowance, grave markers, educational opportunities, home loans, pensions, correction of military records, Welcome Home Bonus from the Commonwealth and other veteran benefits.

Outreach to veterans was conducted in the form of written notices and speaking programs. Periodic veteran entitlement information was published in the quarterly senior citizen newsletter, titled the View. In addition representatives were present at the Town Veterans’ Day Program. Booklets were distributed to veterans reminding them of Federal Veteran Benefits. Booklets were placed in the Town Library for use by Veterans. The Sharon Veteran Service Officer is a professional member of the HESSCO Advisory Committee advocating for veterans.

Various websites are available so that you can obtain specific information about veteran entitlements. The Town website www.townofsharon.net has general information addressing federal and state entitlements. The Commonwealth of Massachusetts website www.mass.gov and www.MassVetsAdvisor.ORG also have a variety of topics. The U. S. Department of Veteran Affairs has multiple websites covering many subjects. The Veterans Administration home site page is www.va.gov.

The Sharon Veteran Agent, along with other agents appointed in Massachusetts, is now designated Veteran Service Officers per the Valor Act enacted by the Commonwealth of Massachusetts Legislature. The Act also stipulates that Veteran Service Officers locally appointed in city and towns within Massachusetts will periodically be tested and certified by the Massachusetts Commissioner of Veteran Services. Personnel failing the criteria will not be recognized by the Commonwealth. Thereby the city or town will not be reimbursed by the Commonwealth for veteran entitlement rate allowed under the provisions of Chapter 115. Further, the incumbent must attend annual continuing training on veteran entitlements provided by the Commonwealth of Massachusetts and the United States Government.

The recertification examination of Massachusetts Veteran Service Officers was administered in October 2018. The Town of Sharon VSO took and passed the written examination.

Sharon Memorial Day activities were held the Sunday prior to Memorial Day and will continue to be held on that day in the future. The activities consisted of a grave site service held at Rock Ridge Cemetery and a civic ceremony conducted in front of the Town Hall. A United States Flag and small plant were placed on grave sites the Friday evening prior to Memorial Day. (See Veteran's Graves Report).

At the Town Hall, students from the Middle School read their essay about Memorial Day. Prayers were offered by the clergy and the names of Sharon residents killed in action were read. The Board of Selectmen welcomed those present and comments were given about Memorial Day.

Honor Guards from the Sharon and Canton veteran organizations participated in the Town ceremonies the Sunday prior to Memorial Day. Honor Guards from Sharon American Legion and the Sharon Veterans of Foreign War posts also participated in one of the Memorial Day ceremonies held in Canton (Knollwood Cemetery) and Foxborough.

Troops of Boy Scouts and Girl Scouts also participated in the Civic and Grave Site Services along with placement of flowers and U. S. Flags on Sharon Veteran graves. The Sharon Memorial Park veteran grave sites had a U. S. Flag placement

by the cemetery staff. Sharon Police Color Guard participated in the Memorial Day formation. Honor Guards from both the Sharon Fire and Police Departments who participated in the Sharon Events were accompanied by their respective Chief and Staff Officers.

A Flag Day Ceremony and Pledge of Allegiance to the United States Flag were done the evening of June 14, 2018 at the Sharon Veterans Memorial Beach. The Pledge of Allegiance was recited at 7:00 p.m. E.S.T., which is the time designated to have a National Observance. Communities are encouraged to hold their ceremonies in conjunction with the program done at Fort McHenry, Baltimore, Md. The Boy Scouts from Troop 95 participated in the ceremony by raising the United States Flag at the beginning of the program and lowering it as part of the closing. Music and songs were presented by Sharon students.

Programs for Memorial Day and Veterans Day were also conducted at some of the Sharon Schools under the supervision of respective staff.

The Sharon Veterans Day Program was conducted on November 11, 2018 at the intersection of Billings and Pond Streets. The U. S. Coast Guard provided a color guard. Historical vehicles and Historical Society memorabilia were on display. Boy Scout Troop 95 personnel raised the U. S. Flag for the National Anthem using the flag pole in the square. Boy Scouts and Cub Scouts with adult leaders assembled next to the flag pole for the Veterans' Day Ceremony. Fire and Police Chiefs supported the event with personnel from their respective department. Sharon D. P. W. personnel assisted in securing the area. They also built a stand for display of Military Branch and Commonwealth Flags. Warm liquid drinks were provided by members of the Hope Church.

The following are the known Sharon citizens serving on active duty with one of the branches of the United States military in the year 2018.

Sergeant Eric D. McGuire U. S. Army
Airman First Class Joseph J. Wright U.S.A.F.

Family members are reminded that we do not receive a listing of active duty personnel from the Department of Defense. Therefore your input is needed to assure we acknowledge those serving on active duty.

VETERANS' GRAVES

Veteran grave sites at Rock Ridge Cemetery and town cemeteries were visited during the year. For Memorial Day a flower plant was placed at veteran's grave sites. Throughout the year a small United States Flag was flown over each veteran grave.

Maintenance of the various Town of Sharon cemetery grounds was done by the Sharon Department of Public Works. The Rock Ridge Cemetery was maintained by the grounds staff of the Rock Ridge Cemetery Association.

The placement of flowers and replacement of the United States Flags were accomplished by volunteers from the Sharon American Legion, Veterans of Foreign Wars, American Legion Auxiliary, Sons of the American Legion, American Legion Riders of Mass. and Girl and Boy Scouts. Various individuals who were not veterans also participated.

SHARON

Education Reports

2018



Report of the Superintendent of Schools

Sharon School Committee, 2017-2018 School Year

Jonathan Hitter, Chair; Katie Currul-Dykeman, Vice Chair; Amy Garcia, Secretary; Emily Smith Lee; Veronica Wiseman and Marcy Kaplan

School Committee Members Appointed in 2018

Mena Mesiha, Heather Zelevinsky and Judy Crosby

Dr. Victoria L Greer, Superintendent of Schools

Ms. Elizabeth Murphy, Assistant Superintendent for Curriculum and Administration

Dr. John Marcus, Assistant Superintendent for Information Services & Administration

Mission Statement

The Sharon Public Schools strives to provide an educational community that nurtures each student on their unique journey to be lifelong learners and caring and engaged citizens of our world.

Vision Statement

The Sharon Public Schools is committed to providing an inclusive, safe, and healthy learning environment for all. Our District is dedicated to developing an educational foundation that fosters academics, model citizenship, and cultural diversity, in collaboration with all stakeholders. We maintain the vision that all students will apply their skills and knowledge to inspire our global society.

Theory of Action

It is our belief that the actions and intentions of the adults in our school community will ensure that our students achieve to their highest potential. Our Theory of Action describe our actions, intentions and expectations for our students.

If we make strategic decisions, allocate resources thoughtfully, and consistently practice our core values in the classroom and the community at large, then each student will have a safe and enriching experience, and grow to be a life-long learner and caring, engaged citizen.

Core Values

The core values of the Sharon Public Schools drive all aspects of our work. It is through the frame of *Acceptance, Equity, Honesty/Integrity, Respect/Kindness and Teamwork* that we strive towards achieving our strategic Objectives.

www.sharon.k12.ma.us

Twitter: [@SharonSchools](https://twitter.com/SharonSchools)

Strategic Objectives

Social/ Emotional	Relationships/ Culture	Learning Environments	Curriculum/Professional Development
Promote student success by ensuring a healthy school environment that supports the social and emotional well-being and the mental health of each learner	Foster an equitable and inclusive learning community that ensures respectful and culturally competent relationships	Provide safe, secure, accessible environments conducive for learning and adaptive to changing teaching practices that meet the needs of each learner	Implement a consistent curriculum with responsive instructional practices that meet the needs of each learner

The 2017-2018 school year for the Sharon Public Schools has been an exciting year full of new starts and a refocusing of our energy. Most of the school department's many accomplishments are embedded in department or school building reports that make up the remainder of this year-end summary. The Sharon community is to be commended for their dedication and support of our schools.

This school year marks the beginning of Dr. Greer's tenure as Superintendent. Dr. Greer began by embarking on a six month listening and learning tour. During this time, she engaged various stakeholders and constituents to learn about the school district and the broader Sharon community. At the end of Dr. Greer's entry process, she is confident that she is able to recognize the needs for her students and staff and most importantly, she understands what the Sharon community values. The entry process has laid the foundation for the development of our three-year strategic plan.

School Committee –The Sharon School Committee is made up of seven elected members that serve two-year terms.

The School Committee is committed to collaborating with other Town departments in support of the schools. They work collaboratively with the Superintendent to develop policies and the budget to ensure an effective educational institution.

Education – The development of the three-year strategic plan has been the focus of the work this school year. The strategic planning process is a comprehensive and inclusive process designed to ensure that all stakeholders have an opportunity to share input into the development of the plan. Parent, students, teachers and community partners were engaged throughout the process to render a draft plan to the School Committee.

Financial Management – The school department’s annual budget sets the district’s educational programs as its priority and examines each program to ensure financial viability. In times of financial uncertainty, it is especially important to review the financial status of the district, as well as its effect on the overall budget for the Town of Sharon. A more detailed report of the district’s finances for 2017-2018 can be found at the end of this report

Maintenance and Operations

During the 2017-2018 school year the Maintenance and Operations team needed to have a reduction in staff of our open HVAC tradesperson for budgeting purposes. The department still employs an electrician, a plumber, two maintenance technicians and 15 full time custodians. The district also contract cleans part of the Middle and High Schools which has provided significant budget saving opportunities for both the town and school while still maintain safe and healthy schools. The new contract for this service was awarded to FM&M Services through a formal sealed bid process.

Ken Wertz is the current part time Director of Maintenance and Operations and is supported by Joseph Sexton, full time Assistant Director of M & O. This additional leadership support has greatly improved response time and oversight of this department along with contracted projects throughout the district.

- The Heights Elementary Roof was completely removed and replaced as part of the Massachusetts School Building Authority’s Accelerated Repair Program. The roof conforms with the current building code for energy efficiency with additional thermal protection for students by the Standing Building Committee opting for a white membrane with a 30 year warranty.
- The Heights Generator project design was awarded to CGKV Architects that performed a detailed design and cost estimate that exceeded the original request. Further funding has been requested through this current year’s capital process.
- The Sharon High School has been accepted into Feasibility Study with the Massachusetts School Building Authority. The Director of M & O serves as a voting member on the School Standing Building Committee and is part of the project team during design development.

Technology and Libraries

The Digital Literacy Team is the combination of the technology and library departments. The DLT has as its mission, the advancement of learning, creation, communication and critical thinking. Whether it is teachers curating content for their lessons, administrators using web resources for purchasing, evaluating and communicating, or students using devices to find information, explore new ideas or communicate with one another, digital literacy is a critical part of everyone's "job." During the 2017-2018 school year, the following technology and library advancements occurred.

- The Digitally Enhanced Learning Initiative (1:1 program) expanded once again by including 8th, 9th, and 10th grade students. Continuing with the 11" Macbook Air, students had ubiquitous access to a key learning tool while even more teachers were able to take advantage of the increased opportunities. The focus of the program remained on teaching and learning, with innovation, engagement, and access at the core. Instructional technology coaches continued to find ways to enhance staff capacity in making best use of the program.
- Library "Makerspaces," areas of the library designated for individual creativity and exploration with items including video cameras, green screens, art supplies, and robotics, continued to grow in use and importance this school year. The DLT once again opened our doors to area colleagues, sharing our Makerspace work with many other districts.
- Sharin' Innovation, the district's regionally recognized PK-12 professional development conference, shifted once again to focus on the 4 major goals of the Strategic Plan (Social Emotional Learning, Cultural Competency, Strong Learning Environments, and Curriculum Alignment). More than 40 courses featured topics such as understanding the history of the Metco program, Staff and Student Wellness, and Embracing Diversity, along with the usual fare of technology workshops. The event is led by a hardworking team of DLT teachers and others invested in promoting innovative practices.
- SMS and SHS technology courses were expanded and refined to include increased opportunities for coding, a wider variety of robotics experiences, and . In sixth grade, two new STEAM courses were added, bringing the total to five. At SHS, an honors Computer Science class and an additional section of 2D/3D Animation were added. At the elementary level, every student K-5 across the district participated in the Hour of Code Week, celebrating computational and mathematical thinking.
- Our mobile device count increased again to over 3000 this year, which included 8th, 9th and 10th graders in the DELI program, additions to elementary laptops, and additions to SHS mobile carts. To support growing access and network needs, wireless access points were increased in number and sophistication (especially in areas served by our DELI

students). Our internet connection was increased to 1.2 Gbp/s over two fiber connections.

- With a shift in mandates from the MA Department of Elementary and Secondary Education, the Data Team renewed the district's commitment to storing and analyzing student assessment data for the primary purpose of improving instruction. A "Culture of Inquiry," a way of being among the faculty where it is safe and encouraged to ask questions about our practice, to continually self-assess, to arrive at better teaching and learning, was promoted a few times over the course of the year.

The Children's Center

The Children's Center continues to have full enrollment with many new and returning families. The Center takes pride in its diverse community, involved families, and dedicated teachers and staff. Two teachers retired in June 2018 after many years of dedicated service and we have welcomed two new teachers, both of whom have had prior teaching experience.

Communication is vital to the success of our program; for our staff, students and families. Staff communicate with families via weekly newsletters, the program website, emails and when appropriate, family meetings. The PTO is also an integral part of establishing relationships, and supporting the center. Information about The Children's Center is available on the SPS website.

Community engagement is also important and we continued to explore new partnerships while maintaining existing ones. The Sharon Preschool Directors' group continued to meet approximately every month which has enabled us to work together on professional development, staff development, program enrichment and to ensure that the preschool students in all programs are prepared for kindergarten. Volunteers from town programs, the high school and middle school have supported us all year.

Professional development opportunities have primarily focused on addressing social-emotional-behavioral skills and providing/implementing Positive Behavioral Supports for preschool children. As we have shared in the past, when students begin at the preschool level it is their first step/entrance into the District. The EC staff members are committed to giving our students the tools necessary to be and learn to be good students, friends, and community members. Teaching skills that are developmentally and socially appropriate is necessary for students to be successful lifelong learners.

Elementary Schools - The Town's three elementary schools (Cottage Street School, East Elementary School, and Heights Elementary School) had a busy and productive year. Collaboration among the Town's elementary schools is at its strongest level in many years, both individual and collective goals were realized.

Cottage Street School

The Cottage Street School prides itself in being a community school with a growing diversity, involved families, and a caring staff. The Cottage Staff continually work to provide a safe and engaging environment for the students while maintaining focus on the vision and mission of the district.

Meeting the Academic Needs of Students

- The Cottage Street Staff have continued to work towards the implementation of the Next Generation Science Standards. Karen Wood, elementary Science/Social Studies coordinator, provided the staff with guidance on how to deliver a curriculum that was in the process of changing and provided staff with FOSS kits to support hands on, engaging, lessons for students.
- The English Language Arts work focused on supporting staff in the use of Reader's and Writer's Workshop and the use of data to inform instruction. Staff continued to work with Teachers for Teachers during early release days to strengthen their knowledge of best practices in English Language Arts. Foundations continued in grades K-2 and will be used in grade 3 for the coming school year.
- The staff continues to grow professionally in numerous ways. The district offers a range of opportunities during the summer and school year. Sheltered English Immersion (SEI) and The Skillful Teacher are two courses that are well attended. Building a Math Talk Community has grown in popularity as it provides teachers with time to observe other classrooms and debrief with each other to talk about how best practices are being used in the classrooms.
- The FLES program continued in grades 1 and 2 this year and added grade 3. Each grade level had Spanish lessons for 20 minutes 3 times a week. The students are presented with lessons taught in Spanish as they learn foundational language skills and then transition to using the language in conversations. Students are encouraged to speak in Spanish during the lessons both with the teacher and their classmates. The FLES program will change for the next school year where students will have Spanish lessons in grades 2-4 while a program review is conducted.

Health and Wellness

- The Cottage Street School has made an effort to focus on the health and wellness of our students and staff. Cottage was named the Exemplary Program School for the Southeast region by the Massachusetts Safe Routes to Schools for our efforts in providing programs for students that promote safe practices. 4th grade students participated in a bike safety program while later in the school year students were invited to participate in a Bike Rodeo where students learned how to fix a bike chain, properly wear their helmets, inflate their tires, and practice safe riding in an obstacle

course. Staff members were able to participate in Yoga classes after school to help wind down from a long school day and rejuvenate their bodies. Our 5th grade students met with the Principal and the school nurse to participate in a program that helps them understand their growing bodies and the changes that are coming as they get older.

- 4th and 5th grade girls participated in the Girls on the Run program. The group met weekly to discuss a variety of topics related to their age group and growing up. When they were not in the classroom they would go for a run as a group either outside if it was nice or in the halls if the weather did not cooperate. The culminating activity was for the group to run a 5K.
- Students and staff have focused on our school safety. All grade levels participated in an assembly to understand the ALICE protocol and what to do if there was an unsafe situation in the school. The staff also met several times to review and modify the plans for an all school evacuation.
- The Cottage Street School strives to find a balance between academic success and the social/emotional wellbeing for our students. Many programs have been implemented to provide a well-rounded environment for the students. Strong Kids was piloted this year as a social emotional curriculum for students. Amy Muldowney was hired as a staff member to support teachers in the implementation of this pilot. Teachers also use Responsive Classroom to help create a nurturing and rich environment for everyone. There is a Bullying Curriculum that teachers incorporate into their daily lessons. The use of a social emotional curriculum will be evaluated regularly as needs change with the students.

Community Outreach

- The Cottage Street School has started conversations with the Sharon Council on Aging on forming a closer relationship. This has started with one classroom hosting a senior citizen to visit their room regularly.
- One of our 5th grade classrooms held a fundraiser to benefit the Wonderfund to support students that are connected to the Department of Children and Families. The students coordinated the event from selecting the Wonderfund to planning the events at the fundraiser to how to collect money.
- The Cottage Street School held its yearly coat drive. A second and fifth grade classroom coordinates the collection of coats and delivers them to Coats for Kids.
- The Cottage Street School continued to support Pennies for Patients and the American Heart Association with our fundraiser efforts.

Data

- Students in grades 1-5 took the STAR 360 universal screening assessment twice this school year. Teachers were able to administer the test more often if they felt students required additional progress monitoring.
- Teachers reviewed data during early release days and after school meetings to learn ways to look at student work and to discover areas that may need additional support for their students and classrooms.

Extra Curriculars

- The Cottage Lego Club continues to provide students with an opportunity to explore their creative sides. The club continued to hold after school sessions for 2nd and 3rd graders and for 4th and 5th grade students. This year we added an additional session for our first grade students. The students were encouraged to use a combination of Legos, gears, motors, and computers to program creations that could move. Students worked together to problem solve, create, and celebrate as creations were completed.
- Laura Petrovich-Cheney was chosen as our artist in residence this year. She is an artist that works in reclaimed wood. Students, families, staff, and community members donated gently used and new pencils for our project. Mrs. Petrovich Cheney then worked with each class to use pencils of all sizes to make squares. These squares were then used to make a creative cougar paw to hang in the school library.
- The Math Olympiads is a group of 4th and 5th graders that met before school to compete in various math challenges. The group was excited about math and supported each other as they solved higher level math problems. The group excelled as they ranked in the top 10% of all Math Olympiad teams internationally.
- The Broadway Cougars put on yet another fantastic performance. The Jungle Book was enjoyed by all as performances were offered during the school day for students and a special evening performance for the families.
- The PTO continues to be an incredible part of the Cottage Street School. Each grade level is able to have curriculum related enrichment activities along with the additional assemblies and Artist in Residence programs that are provided. All of this is made possible with the support of involved families and creative fundraising. The PTO has brought programs into the school from the Boston Museum of Science, Young Audiences, and WBZ weather. The PTO ensures that the topics revolve around dance, music, health and wellness, curriculum enrichment, and finding the fun in learning.

East Elementary School

The East Elementary School community takes pride in its wonderful student body, generous parents, and talented and dedicated teachers and staff. The teachers and

staff continuously develop and hone the instructional program for students while being ever mindful of the importance of building a positive and caring school environment. Recognized as a 2014 National Blue Ribbon Award Winning School, East continuously seeks to improve and implement not only best practices, but next practices as well.

Meeting the Needs of All Learners

- In an effort to support the needs of all learners East continued to implement daily intervention and differentiated instruction blocks for reading in grades K-5. Using a universal screening tool, (STAR360), and multiple sources of data (DRA scores, MCAS scores, teacher observations and recommendations), students were identified, grouped appropriately, and intervention blocks were scheduled into each grade level on a daily basis. Teachers and staff members collaborated regularly to discuss student progress and achievement of goals every 8-10 weeks. They reviewed student data and adjusted grouping practices.
- During this past school year, RtI in Mathematics was continued in grades K-2. Selected students received targeted instruction in mathematical skills based on standards based assessments. Groups were flexible and the student growth data was impressive.
- Lucy Calkins' "Units of Study in Reading" and "Units of Study in Writing" was selected as the new literacy program by a committee led Amy Harvey, English Language Arts Curriculum Coordinator for the District. Teachers received training and began using Foundations, which is a multisensory and systematic phonics, spelling and handwriting program that benefits all K-3students.

Development of Respectful Partnerships

- East teachers continued to build their professional learning community. Teachers used common planning periods, faculty meetings, and building-based professional development days to collaborate about best practices, analyze student work, discuss student performance, and reflect on school improvement. These meetings were instrumental as many grade level teams worked on meeting grade level goals, discussed and created district determined measures, shared best practices for implementation of the Math Expressions program, and met with the curriculum coordinators and reading and math specialists to review the Common Core Curriculum. Teachers were reflective of their practice and set goals for school improvement.
- Many East teachers participated in the building based, "Reflective Teacher" professional development sessions led by third grade teacher Jamie Martin. Teachers observed one another and shared best practices. Several teachers participated in the Skillful Teacher and Best Practices Course, led by kindergarten teacher Meghan Conway. Our teachers also

participated in the district wide science committee to create curriculum based on the next generation science standards.

- Our school culture, our professional learning communities, our team approach to learning, our ability to collect data and use it to drive instruction, our ability to differentiate instruction, all make East a high performing school. At East our teams of teachers worked interdependently toward common goals to create a school that is focused on learning and student achievement. They worked collectively and interdependently to facilitate academic growth, motivation and confidence in our students.
- In an effort to promote and develop respectful partnerships there has been an emphasis on providing continued respectful and predictable communication from both the school and the PTO. The East Website, Class Dojo, weekly email updates, and the PTO website have been used to share information with parents and the East community. We also utilize an East Twitter account for increased outreach to parents. All of these communications are now translatable on our East website.
- The school also successfully promoted cultural awareness and acceptance. Our multicultural art show with music and dance demonstrations from different cultures was also well attended.
- The East PTO supported student field trips to Belkin's Farm, Moose Hill, Plimoth Plantation, Paul Revere's House, and the Tsongas Industrial History Center. PTO provided funding assistance for the Grade 5 trip to Camp Everwood, and author visits.
- After an extensive search process involving many stakeholders, the East Elementary welcomed Dr. Darrin Reynolds as its new principal. Dr. Reynolds took over at the end of the school from Dr. Judy Freedburg, who returned from retirement as a one-year interim principal.

Establishment of a Physically and Emotionally Safe Environment

- In an effort to support the emotional needs of our students, we also continue to hold before school teacher support groups to practice the collaborative problem-solving model.
- Several community-building events also took place such as our Back to School Picnic, New Parent Coffee Hour, Family Bingo Night, the East Elementary School Family Dance, the Spring Groove, and our well attended Freeze Pop Fridays. We continuously promote efforts to build a community where all members feel valued and included.
- We continued the work of our building-based safety committee to review specific safety plans and procedures for East Elementary. We reviewed the ALICE protocol. We worked with our building-based wellness committee to establish a monthly wellness theme at East and to offer increased opportunities for wellness support for staff.

Provide Relevant Experiences and Opportunities that Integrate Collaboration, Communication, Critical Thinking, and Problem Solving

- A before school math enrichment group, “Morning Math Wizards,” funded by the SEF, continued with 80 students in grades 3 – 5 participating in this program. The “Student Bubble” engaged fifth grade students in developing a school newspaper.
- PTO programming for the year incorporated several school improvement goals. A scientist in residence, Techsploration, provided science, technology, engineering, design, and mathematical programming and classroom challenges for our students. We welcomed both the Acton Discovery Museum, STAR LAB, and the Natural Resource Trust Organization to enrich and support our next generation science learning.

Heights Elementary

- The math coordinator and teachers were in year III of the program in 2017-18. More work was done to a focused math talk study group. The coordinator provided opportunities for teachers to observe one another teaching Math Expressions with a focus on building a student centered, math talk community. The coordinators and principals analyzed district math data: Star 360 math data, Fact Fluency, and MCAS to determine district and school needs by grade level. Summer curriculum development meant work on open response and geometry vocabulary, and extensions for math workshop. Math assessments will continue to be checked and review with a second year of focus on math writing.
- During summer 2018 The science coordinator’s work consisted of K - exploration boxes, Grades 1 and 2 - Science Notebooks, Grade 3 Modifications/Supports to science notebooks (FOSS) Gr. 4 - Geology FOSS unit summary, and organization of life science folder/unit on google docs Gr. 5 - outline/pacing for life science unit
- 2017-18 The ELA coordinator provided significant training with two ELA consultants throughout the year to promote ELA reading and writing workshops. Consultant PD provided the chance for teachers to observe the modeling of peers followed by critical and collaborative discussions. All new Lucy Caulkins Reading/Writing manuals were purchased with kits for elementary classroom teachers K-5. At Heights we further developed our bookroom to complement the work of Lucy Caulkins reading expectations. Common Core Narrative and persuasive writing expectations are in place.
- The FLES facilitator and grade level teachers worked during the summer to create a curriculum for the third grade Spanish classes. The master schedule included time for each 2nd & 3th grade class to have Spanish instruction three times a week for 20 minutes a period.
- NEW REACH for New Heights Behavior Support System Developed by teachers: Julia O’Brien, Lori Happnie, Lauren Fereshetian, Elaine Martin,

Heather Johnson, Erin Broderick, Erin Drew, Theresa Cummings, Carol Bratt-PURPOSE-Through grade-level, department, and school wide staff meetings, teachers and administrators at Heights Elementary school identified a need to create a more systematic and unified approach to promoting, supporting and addressing student behaviors, schoolwide expectations and school spirit. As a result of this need, we coordinated a team of both administrators and teachers to design a program that will give explicit structure to many of the community areas we find to be a challenge for the students. School Spirit-To complement the direct instruction of model student behavior, we will begin the practice of monthly assemblies. REACH for New Heights Slogan, R – Respect: Respect yourself, respect others, and respect your school. Keep your hands, feet and objects to yourself. E – Effort: Pay attention, listen carefully and always do your best. A – Attitude: Be positive, pleasant, helpful, and courteous. Keep fixed or negative comments to yourself. C – Cooperate: Be willing to work with anyone. Use the just right voice level. Share. H – Honest: Always tell the truth and be responsible. Remember mistakes are for learning. The school also nominated a hedgehog as a new mascot.

- PE-Continued WHOLE child experiences through collaboration with outside resources- They furthered collaboration with PE and the government/private industry- (NASA, Lockheed Martin, possibly Textron and Space X) AND further collaboration with the technology department- Following the devastation of Hurricane Harvey during the late summer of 2017, the Heights PE staff decided they would do a quick challenge in a fun way to raise money for a school community affected by the storm's severe flooding in Houston. Through their NASA connection, they met staff from Edward H White Jr Magnet School, as they are a NASA Mission X school just like Heights. (Train Like An Astronaut) Our Heights community collected \$1,300.00 and provided gift cards for the family at the Edward H. White School.
- Principal Lamore provided a 5th grade Book Group on social justice issues. The principal also provided 4th grade students an experience with a special Science Museum STEM Investigation on an Avalanche System.
- 4th Grade Educator, Lauren Fereshetian ran a 4th/ & 5th grade girls running group. The mission of this program is to build confidence among our young girls through a healthy lifestyle and a positive team environment. The training will prepare participants to complete a 5km (3.1 miles) race at the end of the program. Each training session will include running activities as well as a social-emotional lesson (such as teamwork, goal setting, or perseverance).
- Heights Elementary School received a Blue Ribbon Award on closing the achievement gap for special education populations and the principal, Lisa Lamore, and Special Educator, Pamela Ward, traveled to Washington to receive the national award.

Sharon Middle School

Students and staff continue to meet the diverse needs of all middle school students. Additional highlights include:

- Planned whole-school activities focused on building community among students of different ages and grade levels including Community Day, Up-Stander Day and Field Day.
- Responded to symbols of hate (swastikas) with student programing and education. The existing Peer Leader Program trained by the Anti-Defamation League along with area clergy supported assemblies and programs that we developed.
- Worked with parents, students, and staff to provide a safe and inclusive school for all. Responded to a sixth grade student that came forward to share their transitioning from female to male.
- Worked with the Safe Schools DESE Task Force to provide professional development for SMS staff around LGBTQ issues.
- Continued and refined the One to One laptop program for all eighth grade students. The committee set goals and planned for professional development.
- Conducted grade level field trips to Thompson Island (7th grade) for two days, and Washington DC (8th grade) for 5 days.
- Incorporated Canton Treetops as a 6th grade day trip for team building and developing positive relationships.
- Expanded the education around accessibility to the PowerSchool parent portal and Schoology websites. Parent support was provided at PTO evening event.
- Invited the parents and school community in for open houses and a specialist showcase to better support parent communication and to present student work.
- Implemented the new state testing requirements and assessment. All three grades completed computer based tests for the first time at SMS.
- Implemented the Middle School level LEAP Program. A language based Co-Taught Special Education program in 6th grade. Planned for the expansion into 7th grade.
- Evaluated the effectiveness of individual lessons from the Advisory program. Used data to plan future lessons.
- Continued to work with teachers, students, and parents on bullying and harassment issues and social competency programming.
- In a yearlong focus we studied and worked on social media. The Sharon Education Foundation, SMS PTO funded John Halligan to present “Ryan’s Story” to all SMS students and parents.

Sharon High School

During the 2017-18 school year, students and staff at Sharon High School continued to perform at high levels. Some highlights include:

- New course offerings at SHS included AP Economics (Social Studies), Arabic I and II (Foreign Language), AP Art History (Unified Arts), Honors Band (Unified Arts), Detective Fiction (English), and Philosophy of Science Fiction (English).
- The graduation requirement for Unified Arts was increased from 2.5 credits to 5 credits beginning with the Class of 2021.
- Sharon High School completed its decennial NEASC accreditation process, which involved completion of the Self Study and hosting of a visiting team in May 2018.
- 306 SHS students took a total of 709 Advanced Placement (AP) exams. 92% of student scores were 3 or higher (on a 1-5 scale). Additional acknowledgments included:
 - AP International Diploma: 1 student
 - National AP Scholars: 5 students
 - AP Scholars w/Distinction: 58 students
 - AP Scholars w/Honor: 25 students
 - AP Scholars: 46 students
- The freshmen and sophomore classes completed state-mandated MCAS tests. Students must pass them in order to graduate. They scored as follows:
 - 98.8% of grade 10 students scored Advanced or Proficient on the MCAS English Language Arts test
 - 92.3% of grade 10 students scored Advanced or Proficient on the MCAS Math test
 - 91.8% of grade 9 students scored Advanced or Proficient on the MCAS Physics test
- SHS sports teams captured Hockomock League Championships in Girls Cross Country as well as Girls Tennis. Forty-three students were also honored as Hockomock League All-Stars, and twenty-four students earned Honorable Mention status.
- School-sponsored exchange trips to France, Spain, and China occurred. Numerous students also traveled on CIEE summer travel opportunities to various countries around the world.
- SHS was invited into the grant process hosted by the Massachusetts School Building Authority (MSBA); the school is currently in the Feasibility Study.
- New staff hired for the 2017-2018 school year included Jill Albanese (American Sign Language), Geoff Baltera (Guidance), James Brodeur (Chorus), April Cannata (Instructional Assistant, Special Education),

Michael Cichon (Biology), Tara Flanagan-Bowen (Special Education), Beth Gavin (Assistant Principal), Rebecca Kemp (Pathways), Zahraa Mejdi (French), Megan Ouellette (Spanish), Nick Schlierf (Athletic Director), Jessica Schulte (Math), and Haidy Wasef (Arabic & ELL)

- The SHS Theatre Company performed several outstanding productions, including:
 - Fall Musical: The Whiz
 - Drama Festival: The Scheme of the Driftless Shifter (State winner)
 - Jr. Drama: Once On This Island Jr.
 - Student Written & Directed: Entertainment: The Play; Written by Christian Villanueva and Jacob Selsman; Directed by Kyle Ginsberg and Maia Mongado
 - Student Written & Directed: Dinner Is Served: Written and Directed by Katie Fallon and Giovanna Wiseman

Community Education

- Sharon Community Education provides service throughout the entire year to individuals from age 5 to senior citizens. The program is a full service program that is 100% independent from local tax dollars.
- Community Education partnered with Community Pass to move to fee free, online registration and payment processing.
- The enrollment in Adult Education was financially sufficient that over 70% of all proposed classes ran.
- Family Trips included excursions to Providence Performing Arts Center, and Disney on Ice.
- Student enrichment programs continue to be popular, and once again almost all of the courses were completely filled.
- The Before School Program at all three elementary schools was filled to capacity.
- The After School Program was extremely well attended and at capacity at several schools.
- S.T.A.R Camp, for children age 5 through grade 8 enjoyed a perfect weather summer at Cottage Street Elementary School.
- The C.R.E.A.T.E program exceeded all enrollment expectations. Students performed in productions of Seussical Jr. and Disney's Alice in Wonderland.
- The Early Release Day programs, which provide care for any child in the After School Care Program or to any child who needs coverage for that day, were highly popular.
- Community Education continues to partner with the Town Recreation Department and other town departments to co-host the "Kick off to Summer" event on the last day of school at Memorial Beach.

- Community Education contributed to the Recreation Department's Family Concert Series with special guests, The Rhythm Room.
- Community Education continues to explore new offerings and program ideas to serve the community.

District Budget

The approved FY18 school budget of \$42,414,939 plus ARC of \$9,916 represented a 2.79%, \$1,150,978 increase from the previous year's budget. The allocation of the budget voted and adopted by the School Committee's Budget Transfer Authority is as follows:

Category	Approved Amount	% of Budget
Salaries	\$35,927,522	84.7%
Transportation	\$665,322	1.6%
Supplies	\$1,448,965	3.4%
Professional Development	\$282,250	.7%
Special Education & Contracted Services	\$2,368,417	5.6%
Utilities	\$1,049,258	2.5%
Maintenance	\$673,206	1.6%

Student Population

During the FY18 budget period the Sharon Public School District supported a total of 3,513 students K-12 and 3,579 students PK-12 within the district.

Grade	Totals
Pre-K	66
K	220
1	237
2	251
3	253
4	277
5	284
<u>Total Elementary</u>	1610
6	288
7	271
8	320
<u>Total Middle School</u>	879
9	276
10	250
11	293
12	271

<u>Total High School</u>	<u>1090</u>
<u>Total In District Enrollment</u>	<u>3579</u>

Staffing

The FY18 budget supports a total of 499.50 FTEs or Full Time Equivalent staff members. Salaries remain the largest encumbrance of the Sharon Public School's budget. 84.7% the district's approved budget is allocated to salary expenses.

Staffing and Operational Costs by Building/Department

FY18 FTEs	Building/Department	FY18 Final Budget
59.2	Cottage	\$4,120,705
60.5	East	\$4,191,974
74.7	Heights	\$5,067,413
103.5	Middle	\$7,610,951
135.5	High	\$11,008,148
15.0	Districtwide Office	\$1,375,858
9.7	Districtwide Other	\$2,827,959 *
5.9	SPED Districtwide	\$1,292,468 **
0	SPED Tuition & Contracted Svcs	\$2,017,884
11.7	SPED Early Childhood	\$767,605
17.8	Transportation	\$1,105,199
6.0	Maintenance	\$1,038,691 ***
499.50	Building Budget Totals	\$42,424,855

The figures above include the allocation for each school/department, included in the final budget numbers are salaries, supplies and materials.

Notes:

*Districtwide Other includes the Superintendent's Office Supplies and materials, utilities, teacher steps and lanes, tutors, academic support programming, coordinators salaries, districtwide professional development, technology supplies and materials and also student scholarships.

**SPED Districtwide includes the Director of the Student Services department, SPED coordinators/administrator salaries, SPED legal, SPED tutor, summer programing and supplies and materials.

***Maintenance includes maintenance salaries, alarms costs, uniforms, substitute costs, summer grounds and inspection costs.

Southeastern Regional Vocational Technical School District

Mindy Kempner, Sharon Representative on the School Committee
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The Southeastern Regional Vocational Technical School District consists of a four-year public high school and a post-secondary technical institute. During 2017-2018, the high school offered twenty career majors to students from Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater. The Southeastern Technical Institute offered the following day programs: Practical Nurse, Medical Assisting and Dental Assisting. Evening programs included Cosmetology, Culinary Arts, Electrical, Enrichment classes, HVAC, Medical classes, Phlebotomy, Plumbing and Practical Nurse.

The District School Committee consists of ten dedicated individuals elected from the communities of Brockton, East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater.

The 2018-2019 District operating budget for Southeastern was \$25,369,688 which reflected an increase of 3.3% over the previous school year. The Southeastern Regional District's enrollment was 1,507 students of which Sharon had 16 students or approximately 1.1% of the total enrollment. Sharon's assessment for 2019 was \$230,745.

Southeastern Regional Vocational Technical High School

Southeastern Regional Vocational Technical High School is a four-year public high school serving the young men and women from the City of Brockton and the Towns of East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton, and West Bridgewater.

At Southeastern this year, students chose from twenty career majors in preparation for life's opportunities and challenges. Our school combines a rigorous academic curriculum with challenging vocational and technical studies to help students realize their full learning potential.

The schedule was designed to have students alternate between academic and technical coursework. This process promotes integration of studies and helps bridge the gap between theoretical and practical experience.

The hands-on approach to learning helps reconnect students to education, and provides the basis for life-long learning—an essential skill in today’s highly competitive global market.

Upon graduation, students have the choice of furthering their education in any two or four year institution, internships, certification programs, military service or going directly into the workforce.

Exploratory Program—The goal at Southeastern is to have students choose a career major that excites them about school and education. Recognizing the fact that many incoming students had not spent much time considering their future, we developed a Freshman Exploratory Program which combines career counseling, career exploration, academic studies, and testing to help students make the right decision. Ninth grade applicants selected several technical areas they wished to explore. The exploratory program consists of examining many different program areas. Parents were encouraged to participate by asking their child about each program and by attending Freshman Parent Meetings.

Near the completion of the 9th grade, students were asked to choose a career major. Every effort was made to place students in their preferred career. Acceptance into many programs was highly competitive and students were ranked based on their effort, grades, behavior, and attendance. It was imperative that ninth grade students did well in all their classes, maintained nearly perfect attendance, and avoided behavioral issues. Students not getting their first choice were assigned an alternate program and placed on a waiting list. All our programs prepare students for high-demand, high-paying career fields.

SkillsUSA Massachusetts, in partnership with business and industry, provides opportunities for members to develop individually and improve teamwork, leadership and professional skills through education, training, service, and competition. SkillsUSA provides quality education experiences for students in leadership, teamwork, citizenship and character development. It builds and reinforces self-confidence, work attitudes and communication skills. It emphasizes total quality at work, high ethical standards, superior work skills, life-long education and pride in the dignity of work. SkillsUSA promotes understanding of the free enterprise system and involvement in community service activities. Competitions are held at the district, state and national levels.

The Cooperative Education program provides supervised workplace employment opportunities and learning experiences for qualified high school students. The Co-op program was based on an agreement developed among an employer, a student, and the high school staff. All students were eligible to participate in Co-op, provided they met the basic qualifications required by the

school and employer. During the 2017/18 school year, 131 students were successfully placed on Co-op.

The process began when students were recommended by their vocational education teacher as being ready to work in the trade. These “job-ready” students were matched with an employer who offered work hours in a job related to the student’s career program. Students participated in Co-op during their technical-vocational cycles.

Seniors who were enrolled in a vocational program for a minimum of two years and exceptional eleventh grade students with two years in the program were recommended by their vocational instructors to participate in this program. The decision to accept a student for Co-op was based on the student’s vocational skill level, academic grades, attendance, and conduct records. Students were required to have OSHA training and employability certification.

Academics

Southeastern Regional offers a full and rigorous series of academic classes comparable to any comprehensive school. A common misconception about vocational school academics is that they are "easier" because students are only here to learn a trade. In actuality, students who attend a vocational school who apply themselves are challenged more extensively than comprehensive school students. Not only do vocational students have the opportunity to gain skills in a specific trade, but they will also be on track to attend a four-year college by working through academic courses.

Small Classes—Our very small class sizes afforded all students the opportunity to be exposed to honors level content and assignments while working in an integrated classroom on the standards in the Massachusetts Frameworks. Academics in a 21st century vocational school were developed to ensure that students who take full advantage of our offerings would have more opportunities for high level jobs and greater success in the future.

Committed Staff—The Academic Department philosophy is that each teacher will strive to create and foster an environment that promotes students’ confidence and their motivation to learn. The staff is committed to implementing our standards-based curriculum (in alignment with the guidelines prescribed by the Department of Elementary and Secondary Education) in order to adhere to a clear and rational structure through which students, teachers, and parents can assess mastery. To ensure academic rigor, Southeastern is committed to differentiated instruction and inclusive classrooms because all students have the right to be exposed to the same high level curriculum. The Southeastern community understands and respects that our students are 21st century learners. Along with implementing traditional reading, writing, math, and critical thinking skills, we

continue to be in the educational forefront by accommodating individual student needs, by embracing technology, by fostering skills that support success in vocational areas, and by making efforts to stay current in each field of expertise for the benefit of Southeastern students.

Honors and Advanced Placement Commitment—All students were exposed to a rigorous grade level appropriate curriculum in academic areas. In order that all students would have the opportunity to excel, students were able to make the honors commitment in one or more academic courses. In an academic class, all students were expected to meet the standards of the core curriculum. Those who wanted to could receive honors credit and go above and beyond elected honors coursework, in person or online.

Honors coursework was designed for the independently motivated learner who chose to prepare rigorously for college level expectations. Honors students were required to work independently on multiple tasks at a given time. Honors students had to be personally organized, disciplined, task committed, read above grade level, and be self-motivated.

Honors students were expected to complete the entire core curriculum in addition to the projects, assessments, presentations, and readings that were required for honors students in a particular course/grade level/subject area. Work was assigned during vocational cycles and relied heavily on our web-based tools for learning. Honors students were required to have access to the internet at home, plan to use our computer labs, or plan to use their local library. Additional grade point average weight was given to students making the honors commitment, which could result in a higher class rank.

Virtual High School—Students who had proven to be independently motivated learners in all courses or in a particular content area, aspiring to attend a four-year college, were recommended to take one or more Virtual High School courses during their sophomore to senior years. These students were required to be able to work independently on multiple tasks at a given time, be personally organized, disciplined, task committed, read above grade level, and be self-motivated.

Classes were teacher facilitated and took place entirely over the internet. Class sizes were limited to 25, with an emphasis on interaction between teachers and students. It included student-centered activities and discussions. Students were able to post work to their class anytime, day or night. Classes followed a semester schedule and assignments were due at specified weekly intervals. Students who were recommended for VHS, and made the yearlong commitment, were enrolled in two semesters of four-credit courses or one year-long eight-credit course. To ensure students stayed on track, students reported to a monitored computer lab for

one block each academic cycle. The most recent course catalog is available by clicking “Catalog” under “Programs and Courses” at <http://thevhscollaborative.org/>.

VHS courses are monitored regularly and adhere to the National Education Association’s (NEA) recommended course guidelines for high quality online courses. Students enrolled at the Standard, Honors, Pre-Advanced Placement, or Advanced Placement level. Advanced Placement testing takes place yearly at Southeastern.

Athletics

There is a wide selection of athletic activities available to students at SRVTHS. For information regarding the Athletics Schedule or registration, please contact Athletic Director Dan Tripp: dtripp@sersd.org, 508-230-1279.

Student Activities

There are many activity choices at Southeastern Regional. The following are just a few of the options:

Business Professionals of America, Community Service Club, Distributive Education Clubs of America (DECA), Drivers’ Education, Gay, Straight Alliance Club (GSA), National Honor Society, Non-Traditional Support Group, Peer Leadership, SADD, Ski Club, SkillsUSA, Student Council, Southeastern Travel Club and the Yearbook.

Participation in SkillsUSA and DECA provides Southeastern Regional students with the opportunity to earn local, state, and national awards for excellence in the technical skills they are learning at Southeastern Regional.

In addition to the above activities, Southeastern Regional offers school dances, Homecoming, Junior and Senior Proms, Winter Ball, Sports and SkillsUSA Award Dinners, field trips, and a variety of special events.

Periods 9-10 returned in the Fall of 2017. Some of the choices offered to students for the 2016-2017 school year included Drama Club, Basketball Shoot Around, Intramural Soccer, Weight Lifting, Home Cooking, Chess Club and The Southeastern Bass Fishing Team.

Southeastern Technical Institute

The Mission of the Southeastern Technical is to transform students into lifelong learners, and transition graduates into entry-level positions within their career field. The Mission and Goals are organized around four core philosophies; the Mastery of Foundation Skills, the Development of Interpersonal Skills, Proactive Student Engagement, and a commitment to Stretch Learning Initiatives.

In the past 51 years, Southeastern Technical Institute has provided training in several vocational areas, constantly striving to meet the training needs of our students and area businesses. This year, the Technical Institute housed day and evening Practical Nurse programs, a Medical Assisting program, Heating, Ventilation, and Air Conditioning program, Culinary Arts, Cosmetology, Dental Assisting, Electrical and Plumbing programs. In addition, there were several evening part-time programs designed to meet the training needs of our community.

In 2018, Southeastern Technical Institute received approval from the Department of Elementary and Secondary Education to offer evening Advanced Manufacturing programs (Precision Machine Engineering and Metal Fabrication/Welding).

In 2018, STI began offering Dual Enrollment which is a partnership with in-district high schools that enables high school seniors to attend STI during the last semester of their senior year. After graduating high school, students continue in their selected program and graduate from STI within six months to one year with industry certification.

The STI participated in the Southeastern Regional School District's Program Advisory Committee, advising, assisting and supporting school personnel to improve planning, operation and evaluation of a program area, based on adequate and timely information as to workforce and job development demands or job market trends, technological developments, training alternatives and other factors affecting the quality of the program. The Committee consisted of representatives of local business and industry members related to each program, organized labor, post-secondary institutions, parents and guardians, students and representatives for registered apprenticeship programs, if applicable. Meetings were held in the fall of 2016 and spring of 2017.

Sharon's Class of 2018 Graduates

Southeastern's Class of 2018 Sharon graduates were: Cameron Derry, Jordan Greenidge, Hunter Manes, Benjamin Weeks, David White and Caleb Wolfert.

Additional documents and information may be accessed at our website at <http://www.sersd.org>.

Massachusetts Department of Elementary and Secondary Education District Profile:

<http://profiles.doe.mass.edu/profiles/general.aspx?topNavId=1&orgcode=08720605&orgtypecode=6&>

Online Application to SRVTHS: <http://admissions.sersd.org/>

SHARON

Board & Committee Reports

2018



Report of the **Capital Outlay Committee**

Paul Linehan, Chairman

Members: William A. Heitin, Walter B. Roach, Jr., Gordon Gladstone, Alexander Korin, Marcy Kaplan, Emily Smith-Lee, David Blaszkowsky, Robert Maidman

Alternates: John J. McGrath, Anja Bernier, Katie Currul-Dykeman

Ex-Officio Members: Frederic E. Turkington, Jr., Krishan Gupta

The mission of the Capital Outlay Committee is to maintain the critical infrastructure necessary for all aspects of Sharon's municipal operations—items such as roadway maintenance, ongoing improvements of town buildings, replacement and upgrades of police and fire apparatus, School upgrades and operational needs, etc. The Committee only considers applications for items with value of \$10,000 or more and a minimum life span of 5 years as needed for bonding.

Our objectives are: (1) To prioritize the allocation of resources on a town-wide basis; (2) To coordinate long term capital planning; (3) To help maintain the town's fiscal wellbeing; (3) To help maintain the town's capital assets and municipal services, and (3) To provide recommendations to the town for the allocation of limited funds for capital purchases, recognizing there are competing fiscal needs of the town that need to be taken into account.

To meet these goals, we use a guideline 6.0% of the Town's corresponding year's annual budget (less over-rides, debt exclusions and water appropriations) as the "capital budget." We also have begun a process of gradually shifting funding from a debt-based model to a direct purchase to avoid incurring interest and issuance expense.

Several years ago, the Committee began discipline of reducing the town's reliance on debt as the sole means of financing its capital infrastructure improvements. The intent of this "Debt Reduction Plan"—which we term it—is to gradually wean ourselves from debt as the means of funding our town's capital infrastructure—instead building internal capacity that allows us to fund capital investments through direct purchase. We accomplish this by: (1) reducing term of borrowings below their statutory allowance. For instance, many of the projects we are currently funding are statutorily allowed 10, 15 and 20 year terms but are borrowed at significantly shorter terms (typically five years), and (2) Through "direct purchase"—straight out cash funding capital items to avoid borrowing.

This fiscal cycle, although we theoretically "freed up" approximately \$273,296.00 by coming in well below our 6% target at 3.1%. We shifted \$264,550.00 of those

funds to “direct purchase,” and allowed the remaining freed up funds to reduce property tax increases.

In conclusion, I wish to thank the members of the Capital Outlay Committee, who despite representing competing sectors, worked collaboratively to maintain a fiscal discipline while also maintaining the critical infrastructure needs of the town. With the limited resources available, I believe they achieved both objectives.

Report of the

Commission on Disabilities

Commissioners: Paul Remy (Chairperson), Susan Friedman (Vice-Chairperson and Secretary), Geila Aronson (Treasurer), Susan Myerson, Richard Seronick, Lois Diamond, Peter Melvin, and Amy Karas

The Sharon Commission on Disabilities met nine times in 2018 and was very successful working on projects to increase accessibility for Sharon residents with disabilities.

Projects that the Commission worked on during 2018:

1. Kevin Paton, the architect who designed the new Town Hall, attended the Commission’s January meeting. Chairperson Paul Remy noticed, according to his drawing of the Town Hall, it will have a brick walkway to its entrance. Commission members informed him and Gorden Gladstone, Chairperson of the Sharon Standard Building Committee, who also attended the meeting, that brick walkways are detrimental to wheelchair/scooter users and those with mobility impairments. As a result, a regular cement sidewalk will be installed instead.

The Commission has been wondering if an assistive listening system (ALS) for the hard of hearing could be internally installed in the meeting room of the new Town Hall. Kevin contacted Jonathan O’Dell from the Massachusetts Commission of the Deaf and Hard of Hearing, to determine what system will be the best. An FM ALS is going to be installed in the new meeting room.

A Sharon resident who is a mobility specialist for people with visual impairments, emailed suggestions to the Commission concerning how to increase the accessibility in the new Town Hall for individuals with visual impairments. The recommendations were presented to Kevin and Gordon. Another Sharon resident, who also works with people that have sight limitations, attended the meeting and gave his suggestions. Kevin and Gordon stated that they are going to incorporate the recommendations.

Both Kevin and Gordon liked Paul's suggestion for doing a walk-through of Town Hall a month or two weeks before the completion of the facility's construction.

2. Police Chief Kaufman attended the February Commission meeting. Commission members informed him that they were concerned that the Police Department was not issuing as many tickets to drivers who illegally park in handicapped parking spots. Chief Kaufman stated that his department has been ticketing violators, especially at the Sharon Train Station. The revenue from the handicapped ticket program goes to the Commission so it can help purchase equipment and services to increase the accessibility for people with disabilities and senior citizens with special needs, in Sharon. As of January 2, 2019, the Commission had \$10,487.57 compared to \$203.97 in 2018.
3. Officer Laura Canavan from the Sharon Police Department attended the March Commission meeting and spoke about scams and how to avoid them. Because people with disabilities (as well as some senior citizens) are less knowledgeable about computer and related technologies, they are probably more vulnerable to scammers.
4. In May the Adult Center contacted the Commission and stated that a gentleman with a disability could not find a handicapped parking place near the field at Deborah Sampson Park. Paul emailed Eric Hooper, DPW's Supervisor, concerning this situation. He and Town Engineer, Peter O'Cain, investigated the matter and discovered that the handicapped symbols needed repainting.
5. In the spring of 2018, the Sharon Housing Authority made a community garden for its residents. The Commission donated \$250 towards the purchase of a raised garden bed so that people with disabilities and senior citizens, who have disabling conditions, can participate in gardening.
6. The Commission also donated \$500 to the Sharon Housing Authority to help purchase an automatic door opener for a resident with a disability.
7. The Commission joined the Sharon Master Plan's Public Health subcommittee to give suggestions to provide better healthcare to people with disabilities and senior citizens. In addition, Paul stated that more affordable and low-income accessible housing is needed.
8. The Commission awarded a Sharon High senior with special needs, The Leslie Kriger Memorial Scholarship for \$1,000. He used the scholarship to help finance his college education.
9. In September, a Sharon senior citizen who uses a wheelchair contacted the Commission and stated that Republic, the trash pickup service for the Town of Sharon, stopped going in her backyard to pick up her trash. Living alone and

being a wheelchair user, she is unable to put her trash cans on the sidewalk. Town Administrator Fred Turkington, who is also the Town's ADA Coordinator, suggested she should contact Republic, which she did. The trash removal company coded her account for trash pickup in her yard, and Commission member, Susan Myerson, called Town Hall's Business Office to have the account verified. As a result, Republic resumed picking up the woman's trash in her backyard.

- 10. In October, three Commission members attended Ryan and Noah Rosenthal's Eagle Scout swearing in ceremony. Both brothers helped increase the accessibility at Ames' Street Playground: Ryan's project was to build accessible picnic tables, and Noah's project was constructing an accessible Gaga Pit, which is a popular playground game. Their projects helped them to earn the rank of Eagle Scout.

The Commission is very proud of their accomplishments. Like their grandfather, Dr. Sydney Rosenthal, who helped establish the Commission in 1991, and served as its Chairperson for 17 years, the brothers have the same dedication in helping people with disabilities.

- 11. A mother of an 8-year-old son contacted the Commission and asked if the Town of Sharon has an adaptive sports program for kids. Paul informed her that there were none and referred her to Access Sports America, which has several programs in the Boston area. In addition, he gave her the Sharon Recreation Director's contact information and the name of a Sharon resident who runs an inclusion activities program called "Little Stars."
- 12. In May, Commission member, Lois Diamond attended a two-day a Community Access Monitor workshop to learn the latest Americans with Disabilities Act (ADA) regulations.
- 13. Pete Melvin resigned from the Commission in December. The Commission is actively recruiting two additional Commission members.
- 14. The Commission received an increase in revenue, especially from the Handicapped Parking program:

Handicapped parking ticket fund:	\$10,487.57
Donations:	\$1,527.97
General fund:	<u>\$427.68</u>
Total:	<u>\$ 12,443.22</u>

Community Preservation Committee

Corey Snow, Chairman; Marc Bluestein; Keevin Geller; Eli Hauser; Ben Pinkowitz; Susan Jo Rich; Susan Saunders

Rachelle Levitts, Administrative Assistant to the Committee

The Community Preservation Act [MGL Ch 44B, enacted 2001, adopted by Sharon effective July 1, 2005] allows any city or town in Massachusetts to adopt a property tax surcharge of up to 3%. At least 10% of all CPA revenues must be devoted to each of the three following purposes; open space/recreation, historic preservation, and community housing. Remaining funds may be directed to any combination of those three areas and administration expenses. Sharon adopted CPA with a 1% surcharge (the first \$100,000 of valuation is exempt) effective at the start of Fiscal Year 2006. The Town's CPA revenues are matched with funds generated by a fee imposed on documents filed with the Registry of Deeds across the State. The amount of this match varies annually based upon the balance of the State fund and an applied allocation formula. In compliance with the CPA, the Community Preservation Committee was formed to oversee the CPA fund. A Committee majority vote is required to bring an appropriation to a vote of the Town Meeting.

CPA Revenue and State Match:

For FY2018, Sharon's CPA surcharge revenue was \$515,293.71 and the State match received was \$88,242.00, for regular combined revenue of \$603,536.71.

CPA Projects:

Dr. Walter A. Griffin Playground Phase II - \$131,468.00 for construction/purchase of harmony notes, big chute climber and to fix the concrete walkway at the playground. These funds were allocated from the Recreation Category.

Veterans Memorial Park Beach Improvements - \$84, 926 for improvements to include, guard booth, drinking fountain, rinse station, composite decking for the concession stand, landscaping and perimeter edging. These funds were allocated from the Recreation Category.

Town Hall Archival Project - \$50,000 for the labor, supplies and microfilming of historical records at Town Hall. The funds were allocated from the Historical Category.

Debt Service:

There was no debt service in FY2018. As of December 31, 2018, there is no CPA related debt on the books.

CPA Fund Balances:

As of June 30, 2018, the total CPA fund balances are \$3,624,041.55, as shown below:

Fund Balance Reserved for Encumbrances	\$307,205.41
Fund Balance Reserved for Expenditures	\$286,394.00
Fund Balance Reserved for Open Space	\$570,462.42
Fund Balance Reserved for Historic Resources	\$727,083.37
Fund Balance Reserved for Community Housing	\$355,393.59
Fund Balance Reserved for CPA/Undesignated	\$1,377,502.76
Total CPA Fund Balance June 30, 2018	\$3,624,041.55

The CPC welcomes proposals from public boards, nonprofit groups, and private citizens. We encourage active participation and invite public attendance at our meetings. The Town’s website provides contact information, a schedule of meetings, and documents including the CPA Plan and the CPA project, CPA Revenue and State Match.

Report of the
Cultural Council

Judith Waxman, Chair; Tulika Misra, Treasurer; Autumn Andrade de Leon, Secretary
Members: Autumn Andrade de Leon, Seema Dixit, Chris Flieger, Georgette Kafka, Tulika Misra, Tahera Sajid, Judy Waxman, Lily Zhou

The Sharon Cultural Council (SCC) received an allocation of \$5,400 for FY2019 from the Massachusetts Cultural Council, an increase from \$4,930 last year.

The Sharon Cultural Council is continuing to participate in a reimbursement process that disperses approved funds upon acceptance of the grant rather than after the grantee submits request for reimbursement upon completion of their event.

This year, the SCC received 41 grant applications, an increase from 33 last year, from non-profit organizations and individuals in the areas of the arts, humanities and interpretive sciences seeking a total monetary award of \$17,855, an increase from \$14,540 last year. At the annual grant application review and approval meeting in November, 22 projects were awarded full or partial grants.

We hosted our annual grantee reception in May 2018 for the FY2018 grant recipients at the Sharon Adult Center located in the Sharon Community Center. This reception is open to the public.

We continue to promote council activities on Facebook and in local newspapers and by sponsoring a table at Square Jam.

Any Sharon resident who is interested in arts and culture and would like to serve on this committee should contact the Selectmen’s office. We want to make sure we are serving all members of our town. All meetings are open to the public and posted at the town hall and on our Facebook page. The members of the SCC meet approximately four times per year to discuss council objectives, plan our Spring Grantee Reception and, in November, review and approve grant applications. We hope you will connect with us on Facebook or even better, in person.

Report of the
Energy Advisory Committee

George H Aronson, Chair
Silas Fyler, Secretary
Lajos Kamocsay
Sachin Patel
Valerie White

The Energy Advisory Committee was formed in 2018 to provide direct assistance and advice to the town administrator and board of selectmen on matters related to the Town’s role in encouraging use of clean, sustainable and affordable energy within the Town. At its initial meeting on June 27, 2018, the Committee was requested to advance initiatives for (i) implementing a municipal aggregation program, with the help of a broker/consultant, for Town residents to purchase electricity with enhanced renewable content on an economic basis; and (ii) advancing Town sponsorship of installation by private developers of solar PV electric generating capacity on Town-owned properties that might include the closed municipal landfill on Mountain Street; the Town-owned portion of the MBTA parking lot (consistent with plans for the expansion of parking capacity); and other sites to be determined.

Regarding the municipal electricity aggregation program, it was determined that the Town would be best served by selecting a broker/consultant through a competitive process. The Committee developed a Request for Proposals for a Municipal Aggregation Broker, which the Town issued on September 26, 2018. The Town receive four proposals on November 1. The Committee evaluated the proposals, interviewed the proposing vendors, and recommended selection of MassPower Choice as the broker/consultant with the proposal deemed most advantageous to the Town. The Board of Selectmen made the award consistent with the Committee’s recommendation on December 4. A contract has been finalized for execution in early January 2019, and the process will be moving forward through 2019.

Regarding installation of solar PV facilities on Town property, the Committee has held informational meetings with several solar PV developers; conducted a preliminary review of Town-owned properties that might be suitable and available for installation of solar PV panels; and submitted requests to Eversource to perform pre-application studies regarding the potential for electrical interconnections of solar PV facility with the local electric grid at several sites. The Committee believes that it might be feasible under current conditions to develop a solar PV installation on the closed municipal landfill on Mountain Street and to support installation of solar PV panels on canopies. The Committee is now developing a request for proposals to procure private developers of solar PV facilities for the landfill site and of solar PV canopies at multiple sites. The Committee intends to develop and have the RFP issued in early 2019 in order to take maximum advantage of state incentives for solar PV development through the SMART program. The Committee is also pursuing implementation of the Solarize Mass program within the Town.

With these initiatives moving forward, 2019 promises to be a busy and productive year for the Committee. Implementation of a municipal aggregation program will involve development and securing approval of an aggregation plan from the state Department of Public Utilities; procuring offers to provide electricity from a competitive supplier; and publicizing the program to all Town residents, who will need to decide whether to participate in the program or to opt out. Implementation of solar PV capacity in the Town will involve conduct of a complex procurement process, as well as work with the selected developer on facility design, acquisition of an electrical interconnection agreement with Eversource and required permits from the Mass Department of Environmental Protection; and oversight during the installation process. We look forward to an exciting year in bringing these projects forward to the benefit of the Town and its residents.

Report of the
Finance Committee

Patricia-Lee Achorn, Chairman; Daniel Lewenberg, Vice Chair; Ira Miller, Vice Chair; Anja Bernier, Clerk; William Brack, Arnold Cohen, Gordon Gladstone, Charles Goodman, Edward Philips, Anil Ramoju, and Hannah Switekowski

Finance Committee Responsibilities

Under the By Laws of the Town of Sharon, it is the duty of the Finance Committee to inform themselves as to those affairs and interests of the town, the matter of which is generally included in the warrants for its town meeting. To discharge this duty, the officers of the town are directed to furnish the Finance Committee upon request with facts, figures, and any other information pertaining to their several departments, provided, however that any such

information may be withheld when in the opinion of the officer, or board of officers, so requested, the communication thereof might affect injuriously the interests of the town.

Annual Town Meeting

The primary task at Annual Town Meeting is for voters to adopt a budget for the next fiscal year. In addition, Town Meeting makes decisions on strategic issues such as major capital improvements, zoning and matters of Town business that require Town Meeting Authorization.

The Finance Committee is charged to consider the various articles in the warrant for all town meetings (including, with respect to each member of the committee, the articles in the warrant for the annual town meeting after which such member's term expires) and to report in print prior to all such town meetings the committee's estimates and recommendations for the action of the town together with the committee's reasons therefor.

Budget Background

The budget of the Town of Sharon is generally comprised of two components. The first is the “operational budget” which primarily consists of salaries and a smaller amount of expenses such as supplies, fuel, occupancy costs, etc. The operational budget is divided into three “Sectors”: (1) the School Department; (2) the Selectmen (Police, Fire, DPW, Water and most of the other Town “operational functions”); and (3) the Finance Committee (mainly the Town’s “elected boards” such as the Library Trustees, Town Clerk, Moderator, Conservation Commission, Lake Management, Board of Health, Planning Board, and Board of Appeals). The remaining budget costs are “fixed and uncontrollable” which include the Town’s debt (principle and interest), health care insurance (current and retired employees), retirement for the non-teaching personnel, and other employee-related costs (e.g. FICA and unemployment).

About 80% of the total budget is attributable to the School Department (their operating budget and allocations for their portion of fixed and uncontrollable, and Town administrative costs). About 19% of the budget is the Selectmen Sector and 1% is the Finance Committee Sector. Given that the Town’s budget is primarily comprised of the costs associated with employing people, the Town will continue to face budget pressures if uncontrollable costs increase or revenues are reduced.

A summary of the FY 18 and FY 19 budgets is below:

Sector:	FY 2018 ¹	FY 2019	% Change
Finance Committee	\$1,181,462	\$1,233,224	4.38%
Selectmen	\$13,269,301	\$13,663,962	2.97%
School Department	\$42,414,939	\$43,818,836	3.31%
Fixed and Uncontrollable	\$20,365,858	\$20,109,624	-1.26%
TOTAL	\$77,231,560	\$78,825,646	2.06%

The revenue to fund the Town’s budget is primarily comprised of residential property taxes. The Tax Rate for the Town of Sharon FY 2019 is \$19.41 and an average tax bill of \$10,725, among the highest of the 351 cities and towns in the Commonwealth. According to the Massachusetts Division of Local Services data bank, with a tax rate of 19.41, the average Sharon single family home tax bill for FY2019 ranks 20th at \$10,725.

The modest reduction in Fixed and Uncontrollable expenses provides some capacity for future debt as we consider expected modernization of the high school and library. Improvement in the management of the debt and the lowering of interest costs is a very positive achievement. However, salaries and related benefits (including “fixed and uncontrollable” such as health insurance, retirement plan obligations and related employment costs) make up a large percentage of the Town’s budget. Increases in salaries directly relate to increases in retirement plan costs that are included in the fixed and uncontrollable budget. Because salaries, employee benefits and debt service represent the vast majority of the budget, there are few areas to reduce expenditures to offset salary increases and associated costs. If salaries and related benefits outpace the growth in assessed property values, the Town will be forced to increase the property tax burden unless new sustainable revenue sources are created. Maintaining the balance between providing the services and resources the citizens of Sharon desire and expect, and managing the growth in property taxes is a process that requires constant careful scrutiny.

For the past two years the Finance Committee has led the School Department and Board of Selectmen in a financial planning process to ensure a sustainable Town budget. Topics discussed are capital improvements, future revenue sources and the financial structure necessary to fund Town services. In 2018 the three committees held a Financial Planning Meeting in January in advance of the Annual Town Meeting in May; the next meeting is scheduled January 28, 2019.

¹ FY 2018 figures adjusted for reallocation of budgets within Finance Committee and Board of Selectmen Sectors

In the 2018 Annual Town Meeting warrant, there were two Articles relating to bylaw changes, for the Board of Health and Conservation Commission, and an Article that would authorize the Town to participate in municipal aggregation of electricity. There were four requests to change zoning bylaws including one that would permit the Selectmen to lease certain municipal property to firms seeking to generate electricity from solar collection devices.

The Town considered four Articles related to recreational marijuana, one of the most controversial issues to face the Town. A ballot petition in November 2016 legalized adult recreational use of marijuana in the Commonwealth. The state legislature established the Cannabis Control Commission (CCC) to “honor the will of the voters of Massachusetts by safely, equitably and effectively implementing and administering the laws enabling access to medical and adult use marijuana.” Final regulations were issued by the CCC in March 2018.

The legalization of adult recreational use of marijuana, like the adult use of alcohol, offers communities an opportunity for increased tax revenues. But the issues surrounding the sighting of a retail marijuana establishment in Sharon are more complex. There are legal and societal issues in addition to the financial impact. The Finance Committee would not have fulfilled their obligation to the citizens of Sharon without considering the issues presented by all three impacts. The Committee has had discussions with advocates and reviewed materials that reflect the legal, social and financial considerations.

This year the Finance Committee has reviewed quarterly financial data with the Finance Director to better understand the expenditures and financial management of the Town budget. This regularly scheduled review increases Committee member involvement with details of Town finances as they review the upcoming year budget proposals in preparation for May 2019 Annual Town Meeting.

Report of the
Historical Commission

James Grasfield, Chairman; David Martin, Vice Chairman
Permanent Members: Gordon Hughes, Shirley Schofield, Michaela Jergensen
Alternate Members: Susan Rich, Robert Hutton, Janelle Dominique

During 2018 the Sharon Historical Commission devoted its efforts to several key long-term initiatives aimed at protecting some of Sharon’s most valued historic assets. The SHC was involved in numerous preservation projects of historic homes, buildings, and structures throughout Sharon.

The SHC made significant progress in its plan to expand Historic District One in order to protect more of the historic homes, buildings, and churches around the center of the Town. The SHC worked with homeowners and the Sharon Public Library to make renovations to their respective buildings within Historic District One while maintaining the architectural details of their properties and preserving the historic character of the District.

The SHC worked collaboratively with the Town Engineer and the Planning Board to preserve historic stone walls along several of Sharon's 31 designated Scenic Roads. The SHC also consulted on several projects to preserve or restore historic stone walls that had been damaged or neglected over time. Many of these bucolic stone walls have graced the boundaries of properties or defined Sharon's roads for centuries.

The SHC continued its long-term project of documenting and preserving all of Sharon's historic cemeteries. The SHC plans to place a new sign at each of the nine historic cemeteries (many of which are unmarked) detailing its history and is working with the DPW to protect some of the smaller cemeteries from damage caused by traffic, snow plows, and other infiltrations.

The SHC began an initiative to expand its program of awarding historic plaques to Sharon residents that are displayed on the exterior of the owners' homes. The plaques serve as a public way to preserve the Town's history. The SHC invites any Sharon resident who owns an antique home to apply for an historic plaque. The process is very easy, and there is no cost to the homeowner. The SHC can even assist the homeowner in researching the home's history to determine the original owner of the home (typically for whom the house is named) and the year that it was built.

The 2018 Preservation Award was given to Dan and Peg Arguimbau for their thoughtful preservation of their circa 1813 Deborah Sampson Gannett House on East Street where the famous American Revolutionary War soldier once lived. The homeowners did an exceptional job of preserving the house's numerous architectural details and conserving the many acres of pastoral farmland that encompass the property. The SHC congratulates Dan and Peg for preserving this landmark historic property in Sharon for future generations.

Lake Management Study Committee

Noah Siegel, Chairman (Conservation Commission Appointee); Jennifer Brown (Planning Board Appointee); Rob McGrath (Conservation Commission Appointee); Steven Weiss (Board of Selectmen Appointee); Stanley Rosen (Board of Selectmen Appointee); David Blaszkowsky (Planning Board Appointee)

The Lake Management Study Committee was chartered in 1969 to ‘evaluate the causes of weed and algae problems; to provide recommendations for short and long term solutions of these problems and to develop a management program for the Lake and the lake watershed’. The committee consists of two appointees from each of the three following committees: Board of Selectman, Planning Board and Conservation Commission.

Lake levels: On May 15th the lake water level was at 10.5 feet. Significant rainfall and fairly cool temperatures helped maintain the lake level in the Spring and into the Summer. The outflow at the flume house was carefully monitored and controlled on a regular basis by the Town’s conservation agent, Greg Meister. As expected, lake levels dropped in August and September. To maintain ecology of the downstream water, the conservation agent attempts to maintain outflow at 1.5 cubic feet per second and above.

Weeds: Annual professionally performed invasive weed species surveys are performed. As anticipated, the south cove of Lake Massapoag was found to have persistent Fanwort, an invasive species. In addition, dense growth of Fanwort was found in the body of water (the lagoon) behind the Sharon Community Center. We and a professional lake management consulting company (SOLitude Lake Management) believe that the Fanwort in the lagoon is flowing into the lake proper and resulting in recurrent/persistent growth in the lake. In the off season, the Lake Management committee worked closely with the Massachusetts Natural Heritage & Endangered Species Program and our town Conservation Commission to formulate a plan to address the weed growth. The plan was approved by the Conservation Commission. We engaged a company (SOLitude Lake Management) to apply a herbicide in the lagoon and contracted with consulting company (Oxbow Associates) to have a botanist oversee treatment. The primary purpose of the botanist was to oversee proper administration of the herbicide and ensure that an endangered plant species called Toothcup (*Rotala ramosior*) would not be harmed. Conditions were optimal and the herbicidal treatment was successfully administered to the lagoon. No herbicide was directly administered to Lake Massapoag itself. The treatment was closely monitored by a professional botanist and the post treatment survey indicated that there was no harm to the Toothcup species.

In order to keep the invasive weed burden down, we again hired New England Aquatic Services to perform diver assisted suction harvesting (DASH) in the Lake's South Cove. This technique uses suction to remove the invasive weed and its root from the lake bottom. Over two days, many bags of Fanwort was removed from the lake near the Community Center. This technique is commonly employed in New England fresh water bodies impacted by invasive weeds and is not intended to rid the lake of the invasive species. It helps keep down the weed burden. It is analogous to weeding in your garden. This approach will likely become a mainstay of our committee's approach to weed management. In the future, we may recommend an herbicidal treatment to the lake itself to help keep down invasive species.

In order to continue to monitor invasive weed growth, we will continue with annual professional surveys.

Our committee would like to thank Greg Meister, the Town conservation agent for his consistent hard work to manage the lake.

Report of the
Personnel Board

Michael Feldman, Chairman
Gloria Rose, outgoing Vice Chairman
Kathleen Kelley, incoming Vice Chairman
Valeda Britton
Paul Pietal
Julie Shapiro

The recommendations of the Board of Selectmen regarding Executive Salaries and all non-negotiated positions were considered as required by the Personnel By-law. After consideration, the Board concurred with the recommendations of FY2019, and fulfilled their responsibility stated in sections 1-1 and 1-2 of the Personnel By-laws.

Other examples of Board actions were as follows:

- Approved minimum and maximum salary ranges for 13 Executive positions for the next 3 fiscal years beginning FY2019.
- Rated Job Descriptions: Engineering Field Agent, Systems Administrator and Payroll Benefits Administrator.
- Approved 3 newly created part time Job Descriptions in the Recreation Department.

- Saw the departure of long time member Valeda Britton. New member Julie Shapiro joined the board. Kathleen Kelley became the Vice Chair effective December 2018.
- Board Chairman Michael Feldman served for the second time on the Police Chief Search committee.

Report of the **Standing Building Committee**

Permanent members:

Gordon Gladstone, Chairman; Deborah Benjamin, Vice Chair; Richard Rice, Martin Richards, Richard Slater, Steven Smith, Roger Thibault, Colleen Tuck, Sara Winthrop

Project specific members:

Matthew Baldassari, DPW; John Ford, Police Chief; James Wright, Fire Chief

The year 2018 has been devoted to:

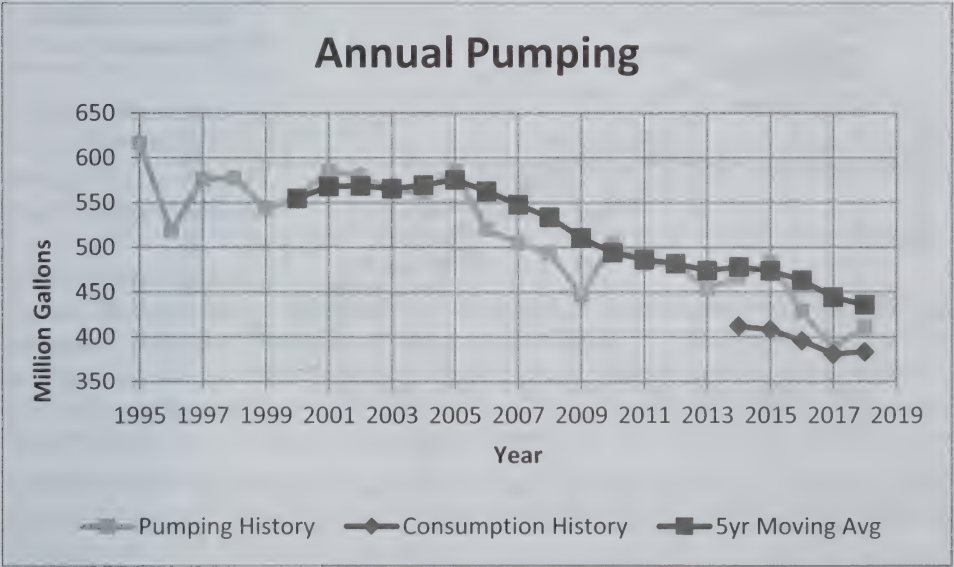
1. Finalizing some outstanding details on the Public Safety building.
2. Town Meeting of November 2017 appropriated \$12,900,000 to be added to a previously appropriated \$600,000 to construct a new Town Hall. The SSBC engaged an OPM (Owner's Project Manager) as mandated by state law, engaged an architect, and approved plans for a new structure and engaged a Construction Manager at Risk. Construction of a new Town Hall began in August with the demolition of the old fire station and which in the first week of December saw the erection of the steel framing.
3. Town Meeting of May 2017 appropriated \$1,900,000 for OPM and architectural services to conduct a Feasibility Study for the renovation/replacement of the High School. The SSBC has been participating as the voting members of the School Building Committee in the MSBA (Massachusetts School Building Authority) process. This included the selection of an OPM (Owner's Project Manager), selection of an architect and submission in November of the Preliminary Design Program (PDP) submission to MSBA.

Report of the

Water Management Advisory Committee

David Crosby, Chairman; Chris Pimentel, Vice Chairman; Robert McGregor, Secretary
Members: David Hearne, Anne Carney, Lealdon Langley and Mark Altabet

The WMAC advises the Board of Selectmen on issues concerning Sharon’s drinking water supply. For 2018 we saw a slight increase in pumping from prior years; we pumped about 411 million gallons, up from 388 million in the prior year and still among the lowest levels on record. However, our consumption data which is only up 3 million gallons from the previous year suggests that we may have higher losses due to water leaks. Our unaccounted-for-water (UAW) loss was up from last year but less than 5% of total water pumped, well below the 10% limit recommended by Department of Environmental Protection (DEP). In 2018, we continued to follow the master plan in terms of pipe replacement and the MWRA emergency connection through the town of Norwood. In addition, we began to look at upcoming capital projects including the replacement of the Massapoag Ave. Water Tank and the replacement of water meters and the meter reading system. We also continued to explore options for addressing the brown water issue (caused by the high iron and manganese content in our water). We continued to recommend increased pipe flushing and explore water treatment options.



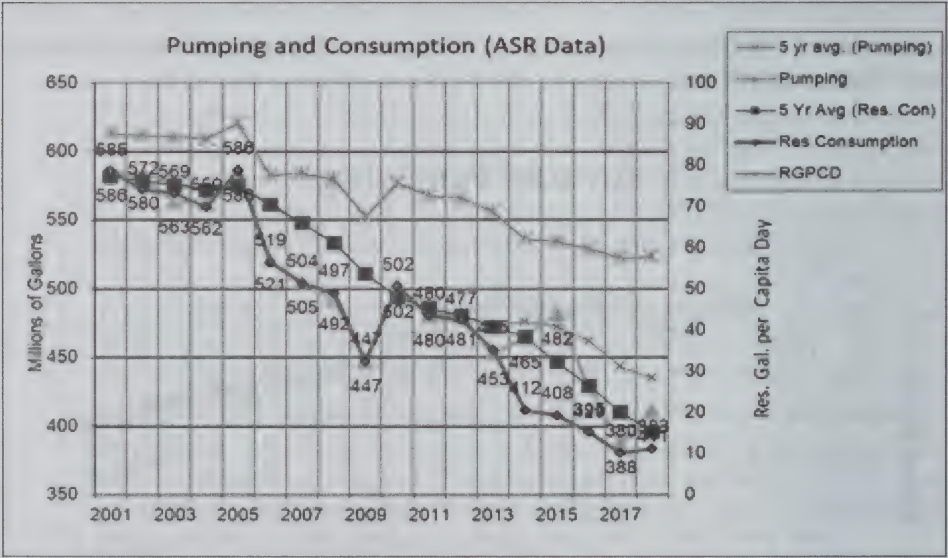
Our primary goal is to prepare to meet the long-term needs of Sharon for good quality drinking water as well as adequate water supply for fire-fighting needs. The WMAC continues to focus on 1) Infrastructure, 2) Water Sources, and 3)

Water Consumption including water conservation measures. As indicated by the updated Master Plan, our focus will shift to repairing our aging water infrastructure and to cover the costs with minimum debt. In 2018, we continued to make some infrastructure improvements in order to improve operating efficiency and reduce operating costs. We have begun to see revenue increases from our changes to the water rate structure. We intend to continue our water conservation efforts and reduce wasteful consumption.

Water Consumption

The Water Department has been using the Automated Meter Reading (AMR) system since January 2011. We review pumping and consumption data on a monthly basis. Our first year of data, 2010, cannot be considered representative because of the abnormally wet spring and the town-wide watering ban on non-essential water use during the summer. Combining 2010 data with 2011 through 2018 data provides a more representative picture of consumption and gives better understanding for the impacts of seasonal variations in rain fall.

As the chart below shows, annual water consumption continues to decrease, but not at the same rate as pumping volume.



We experienced year over year declines in water pumping volume since 2001, but in 2010, and then again in 2014 and 2015, we broke that trend. We attribute these increases to leaks (broken pipes) as our unaccounted-for-water (UAW) numbers were abnormally high during these periods. It appeared that the decline in pumping volume was leveling off, but then in 2017 we saw another unexpected drop. In 2018, we saw a small increase in pumping, but a smaller increase in consumption (in spite of an increase in population); we would expect this to be a

leveling off point. Further, as we have indicated, the reasons for the downward trend are uncertain. We expect to see a decline in consumption as people remodel and replace wasteful, old or failing water fixtures and equipment with more efficient products. We encourage this through our rebate programs. However, we expect the decline in annual water consumption to level off as we run out of fixtures and appliances to upgrade. The past 2 years also highlight the value of our efforts to keep up with infrastructure improvements to reduce leaks. And it appears from the past 3 year's data that improvements to our process for identifying and fixing service leaks has been effective, as our unaccounted-for-water (UAW) volume dropped to under 5% of total water pumped.

This past year we continued to monitor the discolored water problem that resulted from EPA mandated pH increase. We will continue to monitor the problem to see if it can be isolated to specific geographic locations in town. And we will continue to consider solutions. Currently, it appears that increased flushing efforts have been sufficient to address the problem for the majority of the town, although we continue to consider solutions for hot spots.

This past year we also began looking at upcoming capital projects including the Massapoag Avenue Water Tank and replacement of water meters and meter reading system. We expect the replacement of the Massapoag Ave. Water Tank to cost about \$2M. We will submit the borrowing requirement for this project to Town Meeting in May 2019 and begin the project in FY 2020. To finance these upcoming projects, we are proposing to the Water Commissioners (Selectmen) changes to the water rates to cover the debt service.

While water volume consumption has been essentially flat, new rates implemented in FY 2018 have enabled the Water Department to generate approximately \$3.8M during this fiscal year. \$200K in retained earnings will be applied to infrastructure maintenance projects.

Water Conservation

In late 2015 we began working with WaterSmart to implement the WaterSmart program to further encourage water conservation. WaterSmart enables all residents to access their water use data through the WaterSmart Portal. The WaterSmart portal collects information from customers, allows them to track their water usage and provides information about how to save water. Even if the customer does not register to use the portal, WaterSmart sends out a bimonthly report which provides the customer with a measure of how their usage compares with that of other similar households.

In addition, we continue to provide the rebate programs for low-flow toilets and high-efficiency washing machines.

Water Rates and Revenues

The FY 2018 expenditures for the Water Department totaled \$3.8M which included approximately \$1.2M for water main replacements. Revenues for FY 2019 are expected to total \$3.8M with \$200,000 from retained earnings to be used for water main replacement projects. For FY2020, the Water Department is proposing a budget of over \$5.0M which includes funding to begin the Massapoag Ave. Water tank replacement project at a cost of about \$2.0 M. Retained earnings (approx. \$2.7M to date) and debt financing (amount TBD) will be used to pay for the water tank.

For 2019, the WMAC and the Water Department will propose a rate increase that we anticipate will generate the revenue needed to complete the projects we have identified herein.

Maintenance and Growth Projects

In 2018, we completed the water main replacement in the Heights area.

In 2019, we will continue to work on the projects identified in the updated Water Master Plan. Some of the projects include an emergency or supplementary connection to the MWRA on which we continue to make significant progress and the Massapoag Avenue Water Tank replacement project. The WMAC will also work with the Board of Selectmen to develop a plan to raise the money needed to fund the projects identified in the master plan while minimizing debt.

Conclusion

The WMAC continues to take a long-term view of the water needs for Sharon. In 2019, the WMAC will continue to work on implementing projects to improve the infrastructure for water delivery and programs to conserve this valuable resource. We welcome your ideas and participation in these programs.

SHARON

Regional Reports

2018



Report of the

Norfolk County Mosquito Control District

David A. Lawson, Director

NCMCD operations apply an Integrated Pest Management (IPM) approach to mosquito control that is rational, environmentally sensitive, and cost effective.

Surveillance

NCMCD is engaged in an intensive monitoring process through weekly field collections and data analysis in collaboration with the Massachusetts Department of Public Health (MDPH) to detect for disease-vectoring mosquitoes. Virus isolations assist us in focusing our surveillance to hot zones thereby allowing us to alert nearby towns of a potential epidemic. Public requests for service alert us to high numbers of nuisance mosquitoes.

Virus Isolations in the town: 5 samples submitted, no isolations in 2018
Requests for service: 590

Water Management

Communication with residents and town/state/federal officials, site visits, monitoring, wildlife management, and land surveys while maintaining regulatory compliance is integral to the management of waterways that may contribute to mosquito breeding. Pre- to post-management documentation allows us to assess the efficacy of our work. Tire collections remove a common breeding site of mosquitoes.

Culverts cleared	11 culverts
Drainage ditches checked/hand cleaned	4,950 feet
Intensive hand clean/brushing*	1,700 feet
Mechanical water management	0 feet
Tires collected	30

** Combination of brush cutting and clearing of severely degraded drainage systems or streams by hand.*

Larval Control

When mosquito larval habitat management is not possible, larval mosquito abatement is the most environmentally friendly and effective method of mosquito control. An intensive monitoring program, aides in our decision to effectively target culprit locations.

Spring aerial larvicide applications (April)	183.0 acres
Summer aerial larvicide applications (May – August)	0 acres
Larval control - briquette & granular applications by hand	25.2 acres
Rain basin treatments – briquettes by hand (West Nile virus control)	1,958 basins
Abandoned/unopened pool or other manmade structures treated	0

Adult Control

Adult mosquito control is necessary when public health and/or quality of life is threatened either by disease agents, overwhelming populations, or both. Our surveillance program, along with service request data and state of the art GPS and computer equipment, allows us to focus our treatments to targeted areas.

Adult aerosol ultra-low volume (ULV) applications from trucks 9,059 acres

Report of the

Norfolk County Registry of Deeds

William P. O'Donnell, Register

This year was a very special year for the Norfolk County Registry of Deeds as we celebrated our 225th anniversary, making us one of the oldest registries in the United States. The public event, which took place last June, was highlighted by the publication of a historical booklet illustrating the many advances that had taken place at the Registry over the past two and a quarter centuries. The booklet also exhibited some of the notable land records of famous people who have lived in Norfolk County, including 4 United States Presidents, Nobel Prize winners and a person from each one of the county’s twenty-eight communities.

The Registry of Deeds is the principal office for real property records in Norfolk County. Its mission is to maintain and provide for accurate, reliable and accessible land records to all residents and businesses of Norfolk County. The Registry receives and records hundreds of thousands of documents annually. It houses more than 8.5 million land documents dating back to 1793 when George Washington was President. The Registry is a primary and indispensable resource for title examiners, mortgage lenders, municipal officials, homeowners, title examiners, real estate attorneys, genealogists and others with a need for land record information.

The Registry operates under the supervision of the elected Register, William P. O'Donnell, who has held the position since 2002.

2018 Registry Achievements

- Register William P. O'Donnell and his staff continued their direct outreach to town halls, senior centers, businesses, historical commissions and civic groups across Norfolk County. The Register was the guest speaker at the Sharon Public Library on December 11th and made an appearance on Sharon Community TV, The Law, Your Money and You on February 15th. The Register held office hours at Sharon Town Hall on May 3rd.
- The Registry of Deeds Customer Service and Copy Center continues to provide residents and businesses with quality service. *This year alone, the Center handled more than 5,000 requests.* These requests included the filing of Homesteads, accessing deeds, verifying recorded property documents and assisting those in need of obtaining a mortgage discharge notice. Customers can contact the Customer Service and Copy Center at 781-461-6101. Hours of operations are 8:30am to 4:30pm, Monday through Friday.
- In calendar year 2018, *the Registry collected more than \$55 million in revenue.*
- The Registry of Deeds continues to address legislative issues to benefit consumers. In 2019, we will continue to advocate for mortgage transparency by refiling legislation requiring mortgage assignments be recorded at the appropriate Registry of Deeds.
- This year saw a record number of electronic recording filers, *approximately 1,530.*
- In 2018, we hit a record high of recording our *36,490 Registry of Deeds book.* For the sake of security and redundancy, we store our documents 3 different ways: hard copy, electronically and by microfiche.
- In calendar year 2018, the Registry processed over *12,000 Homestead applications.* The law Chapter 188 (M.G.L.) provides limited protection of one's primary residence against unsecured creditor claims.
- The Registry continues to fine tune its completed History Comes Alive Transcription program. The initiative, the first in New England, makes land recorded documents written by scribes of the 18th and 19th centuries in the old cursive hand writing style much easier to read by converting the words into easy-to-read electronic text. *The program earned the praise of two-time Pulitzer Prize historian, David McCullough.*
- During the end of 2018, the Registry of Deeds started a major renovation project which included updating its electrical system, repairing the ceilings, remodeling the recording area and public work stations.
- The internet library of images, accessible to the public through the Registry of Deeds' online research system at www.norfolkdeeds.org

continues to expand. Today, all documents dating back to the first ones recorded in 1793 are available for viewing.

- For the first year, patrons had the ability in Land Court to scan their plans in color.
- We also continued our commitment to cyber security with annual training of our employees.
- In 2018, we have expanded our website by including a genealogy page and a section highlighting land records of notable people – United States Presidents, military heroes, noted authors and leaders in their fields of education, environment and the law
- The Registry's website www.norfolkdeeds.org routinely updates the public on such news as real estate statistics, answers to frequently asked questions, the latest schedule for our community outreach initiatives, along with detailing of our consumer programs. Additionally, we also write a monthly column for various Norfolk County newspapers and their online websites. We also distribute a weekly press release to alert residents of the latest happenings as well as to remind them of our consumer services.
- The Registry's free Consumer Notification Service **experienced a 21% increase in enrollment from the previous year.** This consumer/public safety program allows any county resident to opt in to this free notification service and be alerted when any document – fraudulent or otherwise – is recorded against their name. For more information, please see our website at: www.norfolkdeeds.org.
- Register O'Donnell hosted several free computer seminars at the Registry to provide hands-on-training to the general public, municipal officials, real estate professionals, genealogists and the legal community.
- The Registry continued its community outreach commitment by working with Interfaith Social Services of Quincy, Father Bill's & MainSpring of Quincy and the VA Boston Healthcare System, Voluntary Service Program on our 'Suits for Success' program and supporting the New Life Furniture Bank of MA in Walpole to assist those who are in need of household items. ***Our Toys for Tots' Drive has collected over the years 1,950 presents. Our Annual Holiday Food Drive continues to support Food Pantries in Norfolk County. This year's food drive collected enough groceries and household products to be able to visit multiple food pantries. Finally, the Registry has received more than 4,000 pieces of clothing donations for our "Suits for Success" programs.***

Sharon Real Estate Activity Report January 1, 2018 – December 31, 2018

- During 2018, Sharon real estate activity saw increases in both total sales volume and average sales price.
- There was a 6% decrease in documents recorded at the Norfolk County Registry of Deeds for Sharon in 2018, resulting in a decrease of 208 documents from 3,470 to 3,262.
- The total volume of real estate sales in Sharon during 2018 was \$177,803,528, an 8% increase from 2017. The average sale price of homes and commercial property was also up 17% in Sharon. The average sale was \$635,012.
- The number of mortgages recorded (660) on Sharon properties in 2018 was down 10% from the previous year. However, total mortgage indebtedness increased 34% to \$308,201,581 during the same period.
- There were 3 foreclosure deeds filed in Sharon during 2018, the same number recorded in 2017.
- Homestead activity decreased 11% in Sharon during 2018 with 339 homesteads filed compared to 379 in 2017.

The Sharon notable land deeds selection for the 225 Anniversary Commemoration booklet was Deborah Sampson, veteran of the American Revolution. Ms. Sampson attempted to enlist as a man in an Army unit in Middleborough. When discovered, she avoided punishment by agreeing to give back her Army bonus. She again enlisted in Uxbridge under the name “Robert Shirtliff”. Sampson was wounded in her first battle outside Tarrytown, NY. She fled the hospital before her identity could be discovered. She pulled two musket balls out of her leg using a penknife and sewing pin. When a physician discovered her gender, he informed her commander, General Patterson. Instead of the customary reprimand for disguising as a male soldier, the General honorable discharged her at West Point without pay, but enough money to get home.

Finally, our objective at the Registry will always be to maintain, secure, accurate and accessible land records for the residents and businesses of Norfolk County. It is a privilege to serve you.

SHARON

Elections

2018



Annual Town Election

May 15, 2018

Pursuant to the provisions of the Warrant of April 10, 2018, the inhabitants of the Town of Sharon qualified to vote in elections, met in the Sharon High School Gymnasium at 7:00 A.M., Tuesday, May 15, 2018. The meeting was called to order by Town Clerk Marlene B. Chused who read the call and return of the warrant. The warden of the election was Shelley Kahalas. The wardens for precincts 1, 2, 3, 4 and 5 were named as follows: Margie Simmons, Susie Keating, Arlene Flatto, Ellen Michelson and Susan Slater. Clerks and workers were: Marcia Shapiro, Shanie Platzman, Micki Baker, Christina Robb, Michael Corman, Mildred Worthley, Ellen Kischel, Jeffrey Shapiro, Bobby Hall, Ernie Rotman, Susan Saunders, Christina Robb, Bob Braunstein, Mary Hall, Brian D’Arcy, Chuck Levine, Beth Lappen, Steve Steckel, Karin Hagan, Shirley Schofield, Natalie Braunstein, David Hagan, Jeff Rose and Assistant Town Clerk Beth A. Kourafas. The ballot boxes were shown to be empty and registered zero; the ballot boxes were locked and keys delivered to Officer of the Day, George Demeris. All election officers and workers were sworn.

At 8:06 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	Total
1	484
2	409
3	473
4	494
5	368
TOTAL	2,228

The ballots were canvassed according to the law by an Accuvote OS tabulating system. Results were transcribed on summary sheets and declaration was made by Town Clerk Marlene B. Chused at 8:16 P.M. as follows:

PRECINCT	1	2	3	4	5	Total
SELECTMEN For 3 Years						
John J. McGrath	120	167	171	176	161	795
Emily E. Smith-Lee	351	232	292	310	203	1,388
Write-In	2	2	0	1	0	5
Blanks	11	8	10	7	4	40
Total	484	409	473	494	368	2,228

PRECINCT	1	2	3	4	5	Total
ASSESSOR For 3 Years						
Richard B. Gorden	334	293	340	344	265	1,576
Write-In	4	1	3	3	1	12
Blanks	146	115	130	147	102	640
Total	484	409	473	494	368	2,228

SCHOOL COMMITTEE For 3 Years						Total
Kathleen Currul-Dykeman	298	281	327	328	234	1,468
Judith Kay Crosby	284	208	266	308	193	1,259
Mena M. Mesiha	232	208	227	240	174	1,081
Heather J. Zelevinsky	244	215	244	235	200	1,138
Write-In	2	2	0	3	1	8
Blanks	392	313	355	368	302	1,730
Total	1,452	1,227	1,419	1,482	1,104	6,684

PLANNING BOARD For 5 Years						Total
Kai Richard Yu	328	275	334	339	256	1,532
Write-In	4	1	3	1	0	9
Blanks	152	133	136	154	112	687
Total	484	409	473	494	368	2,228

TRUSTEE OF PUBLIC LIBRARY For 3 Years						Total
Robert A. Levin	304	246	315	323	232	1,420
Cheryl Weinstein	325	270	328	322	255	1,500
Write-In	3	2	1	4	0	10
Blanks	336	300	302	339	249	1,526
Total	968	818	946	988	736	4,456

HOUSING AUTHORITY For 5 Years						Total
Edwin S. Little	337	279	332	343	265	1,556
Write-In	2	2	5	1	3	13
Blanks	145	128	136	150	100	659
Total	484	409	473	494	368	2,228

QUESTION NO. 1

Shall the Town of Sharon adopt the Zoning Bylaw amendment as set forth below which amendment would prohibit the operation of all types of Marijuana Retailers as defined in G.L.c.94G, S1, within the Town of Sharon, with the exception as within the text of the proposed By-Law, the full text of which, and a summary of which, appears below?

Text of Zoning Bylaw Amendment:

Section 3700 – Marijuana Retailers. Consistent with M.G.L. c. 94G, s3(a)(2), all types of non-medical “Marijuana Retailers” as defined in M.G.L. c. 94G, S1 shall be prohibited within the Town of Sharon. This prohibition shall not be construed to affect the medical use of marijuana as expressly authorized by the provisions of Chapter 369 of the Acts of 2012 and 105 CMR 725.000 (as the same may be amended from time to time).

Summary: General Laws Chapter 94G, Section 3, allows cities and towns in the Commonwealth to approve By-Laws or Ordinances prohibiting certain Marijuana Establishments to operate. The above question, if voted in the affirmative, would approve the Town Meeting vote of May 7, 2018, to enact a Zoning Bylaw amendment which would prohibit the establishment of Marijuana Retailers in the Town of Sharon, such term being defined in Chapter 94G, S1 as “an entity licensed to purchase and deliver marijuana and marijuana products from marijuana establishments and to deliver, sell or otherwise transfer marijuana and marijuana products to marijuana establishments and to consumers.” This prohibition would not affect the medical use of marijuana as expressly authorized by the provisions of Chapter 369 of the Acts of 2012 and 105 CMR 725.000 (as the same may be amended from time to time).

PRECINCT	1	2	3	4	5	Total
Question No. 1						
Yes	149	163	173	206	127	818
No	252	184	253	223	177	1,089
Blank	83	62	47	65	64	321
Total	484	409	473	494	368	2,228

Question No. 1 was defeated at the Annual Town Meeting of May 7, 2018. Therefore Question No. 1 is null and void.

Registered Voters: 12,588
Percent Voting: 17.70%
Absentee: 77
Total Votes Cast: 2,228

State Primary

September 4, 2018

Pursuant to the provisions of the Warrant of July 31, 2018, the inhabitants of the Town of Sharon qualified to vote in elections, met in the Sharon High School gymnasium at 7:00 A.M., Tuesday, September 4, 2018. The meeting was called to order by Town Clerk Marlene B. Chused who read the call and return of the warrant. The warden for the election was Shelley Kahalas. The wardens for Precincts 1, 2, 3, 4 and 5 were named as follows: Ellen Michelson, Susan Keating, Arlene Flatto, Margie Simmons and Susan Slater. Clerks and workers were: Beth Lappen, Shanie Platzman, Micki Baker, Karin Hagan, Carolyn Weeks, Mildred Worthley, Ellen Kischel, Mike Corman, Bobby Hall, Ernie Rotman, Ilene Greenwald, Tonijo Guardabscio, Mary Hall, Brian D’Arcy, Robert Braunstein, Joel Alpert, Steve Steckel, Jeff Rose, Audrey Sadler, Natalie Braunstein, Shirley Schofield and Beth Kourafas, Assistant Town Clerk. The ballot boxes were shown to be empty and registered zero; the ballot boxes were locked and the keys delivered to Officer of the Day, Greg Servo. All Election officers and workers were sworn.

At 8:04 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	DEMOCRATIC	REPUBLICAN	LIBERTARIAN	TOTAL
1	466	119	0	585
2	321	127	0	448
3	415	135	1	551
4	434	88	2	524
5	338	122	1	461
Total	1,974	591	4	2,569

The ballots were canvassed according to the law by an Accuvote OS vote tabulating system. Results were transcribed on summary sheets and declaration was made by Town Clerk Marlene B. Chused at 8:17 P.M. as follows:

DEMOCRATIC

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN CONGRESS						
Elizabeth A. Warren	417	286	381	387	315	1,786
Write-In	11	7	5	8	2	33
Blank	38	28	29	39	21	155
Total	466	321	415	434	338	1,974

GOVERNOR						
Jay M. Gonzalez	278	188	226	252	194	1,138
Bob Massie	116	78	99	118	73	484
Charles D. Baker	4	1	5	4	6	20
Write-In	2	1	1	1	0	5
Blank	66	53	84	59	65	327
Total	466	321	415	434	338	1,974

LIEUTENANT GOVERNOR						
Quentin Palfrey	259	152	218	244	173	1,046
Jimmy Tingle	118	86	101	122	94	521
Write-In	1	2	2	2	2	9
Blank	88	81	94	66	69	398
Total	466	321	415	434	338	1,974

ATTORNEY GENERAL						
Maura Healey	429	291	382	406	311	1,819
Write-In	2	2	3	1	2	10
Blank	35	28	30	27	25	144
Total	466	321	415	434	338	1,974

PRECINCT	1	2	3	4	5	TOTAL
SECRETARY OF STATE						
William Francis Galvin	269	170	224	230	172	1,065
Josh Zakim	184	140	175	193	148	840
Write-In	0	1	2	0	0	3
Blank	13	10	14	11	18	66
Total	466	321	415	434	338	1,974

TREASURER						
Deborah B. Goldberg	392	259	349	384	290	1,674
Write-In	2	0	3	0	0	5
Blank	72	62	63	50	48	295
Total	466	321	415	434	338	1,974

AUDITOR						
Suzanne M. Bump	382	245	334	364	267	1,592
Write-In	0	1	1	0	2	4
Blank	84	75	80	70	69	378
Total	466	321	415	434	338	1,974

REPRESENTATIVE IN CONGRESS FOURTH DISTRICT						
Joseph P. Kennedy, III	428	291	390	397	305	1,811
Gary J. Rucinski	30	20	22	27	25	124
Write-In	1	0	0	0	0	1
Blank	7	10	3	10	8	38
Total	466	321	415	434	338	1,974

COUNCILLOR SECOND DISTRICT						
Robert L. Jubinville	348	217	298	340	245	1,448
Write-In	2	1	3	1	1	8
Blank	116	103	114	93	92	518
Total	466	321	415	434	338	1,974

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT						
Paul R. Feeney	395	-	-	364	269	1,028
Write-In	2	-	-	5	1	8
Blank	69	-	-	65	68	202
Total	466	-	-	434	338	1,238

SENATOR IN GENERAL COURT NORFOLK, BRISTOL & PLYMOUTH DISTRICT						
Walter F. Timilty	-	244	332	-	-	576
Write-In	-	2	5	-	-	7
Blank	-	75	78	-	-	153
Total	-	321	415	-	-	736

REPRESENTATIVE IN GENERAL COURT EIGHTH NORFOLK DISTRICT						
Louis L. Kafka	410	260	354	374	289	1,687
Write-In	3	2	3	4	1	13
Blank	53	59	58	56	48	274
Total	466	321	415	434	338	1,974

DISTRICT ATTORNEY NORFOLK DISTRICT						
Michael W. Morrissey	377	242	331	367	263	1,580
Write-In	0	0	1	1	0	2
Blank	89	79	83	66	75	392
Total	466	321	415	434	338	1,974

PRECINCT	1	2	3	4	5	TOTAL
CLERK OF COURTS NORFOLK COUNTY						
Walter F. Timilty, Jr.	371	228	316	367	268	1,550
Write-In	1	0	2	0	0	3
Blank	94	93	97	67	70	421
Total	466	321	415	434	338	1,974

REGISTER OF DEEDS NORFOLK DISTRICT						
William P. O'Donnell	369	234	323	365	264	1,555
Write-In	0	0	1	1	0	2
Blank	97	87	91	68	74	417
Total	466	321	415	434	338	1,974

COUNTY COMMISSIONER NORFOLK COUNTY						
Peter H. Collins	358	223	315	349	252	1,497
Write-In	1	0	0	1	1	3
Blank	107	98	100	84	85	474
Total	466	321	415	434	338	1,974

COUNTY TREASURER NORFOLK COUNTY						
James E. Timilty	373	229	321	368	267	1,558
Write-In	1	1	0	1	0	3
Blank	92	91	94	65	71	413
Total	466	321	415	434	338	1,974

REPUBLICAN

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN CONGRESS						
Geoff Diehl	47	65	66	48	57	283
John Kingston	38	29	31	16	20	134
Beth Joyce Lindstrom	28	24	29	21	38	140
Write-In	1	1	0	0	0	2
Blank	5	8	9	3	7	32
Total	119	127	135	88	122	591

GOVERNOR						
Charles D. Baker	79	93	89	58	79	398
Scott D. Lively	37	34	45	30	41	187
Write-In	0	0	0	0	0	0
Blank	3	0	1	0	2	6
Total	119	127	135	88	122	591

LIEUTENANT GOVERNOR						
Karyn E. Polito	85	97	106	63	88	439
Write-In	3	1	2	2	1	9
Blank	31	29	27	23	33	143
Total	119	127	135	88	122	591

ATTORNEY GENERAL						
James R. McMahon, III	51	48	56	40	49	244
Daniel L. Shores	31	49	49	31	42	202
Write-In	0	0	0	0	0	0
Blank	37	30	30	17	31	145
Total	119	127	135	88	122	591

PRECINCT	1	2	3	4	5	TOTAL
SECRETARY OF STATE						
Anthony M. Amore	75	84	92	58	71	380
Write-In	0	0	0	0	0	0
Blank	44	43	43	30	51	211
Total	119	127	135	88	122	591

TREASURER						
Keiko M. Orrall	78	82	91	55	65	371
Write-In	0	0	0	0	0	0
Blank	41	45	44	33	57	220
Total	119	127	135	88	122	591

AUDITOR						
Helen Brady	75	78	86	52	65	356
Write-In	0	0	1	0	0	1
Blank	44	49	48	36	57	234
Total	119	127	135	88	122	591

REPRESENTATIVE IN CONGRESS FOURTH DISTRICT						
Write-In	17	13	19	12	12	73
Blank	102	114	116	76	110	518
Total	119	127	135	88	122	591

COUNCILLOR SECOND DISTRICT						
Write-In	11	12	15	6	10	54
Blank	108	115	120	82	112	537
Total	119	127	135	88	122	591

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT						
Jacob J. Ventura	84	-	-	57	68	209
Write-In	0	-	-	0	0	0
Blank	35	-	-	31	54	120
Total	119	-	-	88	122	329

SENATOR IN GENERL COURT NORFOLK, BRISTOL & PLYMOUTH DISTRICT						
Write-In	-	15	15	-	-	30
Blank	-	112	120	-	-	232
Total	-	127	135	-	-	262

REPRESENTATIVE IN GENERAL COURT EIGHTH NORFOLK DISTRICT						
Write-In	8	9	12	5	8	42
Blank	111	118	123	83	114	549
Total	119	127	135	88	122	591

DISTRICT ATTORNEY NORFOLK DISTRICT						
Write-In	8	9	13	4	6	40
Blank	111	118	122	84	116	551
Total	119	127	135	88	122	591

PRECINCT	1	2	3	4	5	TOTAL
CLERK OF COURTS NORFOLK COUNTY						
Write-In	7	6	12	4	5	34
Blank	112	121	123	84	117	557
Total	119	127	135	88	122	591

REGISTER OF DEEDS NORFOLK DISTRICT						
Write-In	7	8	12	4	5	36
Blank	112	119	123	84	117	555
Total	119	127	135	88	122	591

COUNTY COMMISSIONER NORFOLK COUNTY						
Write-In	9	8	12	4	5	38
Blank	110	119	123	84	117	553
Total	119	127	135	88	122	591

COUNTY TREASURER NORFOLK COUNTY						
Write-In	9	8	12	4	5	38
Blank	110	119	123	84	117	553
Total	119	127	135	88	122	591

LIBERTARIAN

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN CONGRESS						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

GOVERNOR						
Write-In	0	0	1	1	0	2
Blank	0	0	0	1	1	2
Total	0	0	1	2	1	4

LIEUTENANT GOVERNOR						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

ATTORNEY GENERAL						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

SECRETARY OF STATE						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

TREASURER						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

PRECINCT	1	2	3	4	5	TOTAL
AUDITOR						
Daniel Fishman	0	0	0	2	1	3
Write-In	0	0	1	0	0	1
Blank	0	0	0	0	0	0
Total	0	0	1	2	1	4

REPRESENTATIVE IN CONGRESS FOURTH DISTRICT						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

COUNCILLOR SECOND DISTRICT						
Write-In	0	0	0	0	0	0
Blank	0	0	1	2	1	4
Total	0	0	1	2	1	4

SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT						
Write-In	0	-	-	0	0	0
Blank	0	-	-	2	1	3
Total	0	-	-	2	1	3

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN GENERAL COURT NORFOLK, BRISTOL & PLYMOUTH DISTRICT						
Write-In	-	0	0	-	-	0
Blank	-	0	1	-	-	1
Total	-	0	1	-	-	1

REPRESENTATIVE IN GENERAL COURT EIGHTH NORFOLK DISTRICT						
Write-In	0	0	0	0	0	0
Blank	0	0	1	2	1	4
Total	0	0	1	2	1	4

DISTRICT ATTORNEY NORFOLK DISTRICT						
Write-In	0	0	0	1	0	1
Blank	0	0	1	1	1	3
Total	0	0	1	2	1	4

CLERK OF COURTS NORFOLK COUNTY						
Write-In	0	0	0	0	0	0
Blank	0	0	1	2	1	4
Total	0	0	1	2	1	4

PRECINCT	1	2	3	4	5	TOTAL
REGISTER OF DEEDS						
Write-In	0	0	0	0	0	0
Blank	0	0	1	2	1	4
Total	0	0	1	2	1	4

COUNTY COMMISSIONER NORFOLK COUNTY						
Write-In	0	0	1	0	0	1
Blank	0	0	0	2	1	3
Total	0	0	1	2	1	4

COUNTY TREASURER NORFOLK COUNTY						
Write-In	0	0	1	0	0	1
Blank	0	0	0	2	1	3
Total	0	0	1	2	1	4

Total Registered Voters: 12,475
 Percent Voting: 20.59%
 Absentee: 108
 Total Votes Cast: 2,569

State Election

November 6, 2018

Pursuant to the provisions of the Warrant of October 2, 2018, the inhabitants of the Town of Sharon qualified to vote in elections, met in the Sharon High School gymnasium at 7:00 A.M., Tuesday, November 6, 2018. The meeting was called to order by Town Clerk Marlene B. Chused who read the call and return of the warrant. The warden for the election was Shelley Kahalas. The wardens for Precincts 1, 2, 3, 4 and 5 were named as follows: Margie Simmons, Susan Keating, Arlene Flatto, Ellen Michelson and Susan Slater. Clerks and workers were: Marcia Shapiro, Jane Kinney, Shanie Platzman, Sandy Aronson, Micki Baker, Natalie Braunstein, Carolyn Weeks, Naureen Attiullah, Karin Hagan, Rona Chipman, Mildred Worthley, Ellen Kischel, Jeff Shapiro, Bobby Hall, Ernie Rotman, Ilene Greenwald, Susan Saunders, Mike Corman, Brian D’Arcy, Chuck Levine, Rich Slater, Steve Steckel, David Hagan, Marie Martin, Shirley Schofield, Randy Rubinstein, Christina Robb, Pat Walker, Lois Wallenstein, Joan Rogers, Audrey Sadler, Tonijo Guardabascio, Rhonda Hoffman, Cynthia Barmash, Daron Zenack, Elyse Plotnick, Gayle Karp, Jeff Rose, Joel Alpert and Beth Kourafas, Assistant Town Clerk.

At 8:10 P.M. the polls were declared closed. Total votes were as follows:

PRECINCT	1	2	3	4	5	TOTAL
	1,833	1,685	1,866	1,782	1,627	8,793

The ballots were canvassed according to the law by an Accuvote OS tabulating system. Results were transcribed on summary sheets and declaration was made by Town Clerk Marlene B. Chused at 8:38 P.M. as follows:

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN CONGRESS						
Elizabeth A. Warren	1,265	1,113	1,247	1,245	1,068	5,938
Geoff Diehl	444	489	530	429	476	2,368
Shiva Ayyadurai	78	63	57	85	58	341
Write-In	7	6	1	3	3	20
Blank	39	14	31	20	22	126
Total	1,833	1,685	1,866	1,782	1,627	8,793

PRECINCT	1	2	3	4	5	TOTAL
GOVERNOR AND LIEUTENANT GOVERNOR						
Baker and Polito	1,080	1,119	1,228	1,104	1,032	5,563
Gonzalez and Palfrey	702	531	598	638	551	3,020
Write-In	3	5	6	5	5	24
Blank	48	30	34	35	39	186
Total	1,833	1,685	1,866	1,782	1,627	8,793

ATTORNEY GENERAL						
Maura Healey	1,396	1,271	1,410	1,401	1,199	6,677
James R. McMahon, III	382	382	414	352	393	1,923
Write-In	4	0	0	1	0	5
Blank	51	32	42	28	35	188
Total	1,833	1,685	1,866	1,782	1,627	8,793

SECRETARY OF STATE						
William Francis Galvin	1,359	1,239	1,380	1,359	1,172	6,509
Anthony M. Amore	318	336	376	312	338	1,680
Juan G. Sanchez, Jr.	74	46	46	50	52	268
Write-In	3	0	1	0	2	6
Blank	79	64	63	61	63	330
Total	1,833	1,685	1,866	1,782	1,627	8,793

TREASURER						
Deborah B. Goldberg	1,345	1,230	1,354	1,304	1,147	6,380
Keiko M. Orrall	333	351	388	351	356	1,779
Jamie M. Guerin	63	30	44	46	41	224
Write-In	4	0	0	0	1	5
Blank	88	74	80	81	82	405
Total	1,833	1,685	1,866	1,782	1,627	8,793

PRECINCT	1	2	3	4	5	TOTAL
AUDITOR						
Suzanne M. Bump	1,213	1,110	1,222	1,231	1,041	5,817
Helen Brady	341	384	390	327	380	1,822
Daniel Fishman	117	62	92	81	82	434
Edward J. Stamas	59	24	33	34	29	179
Write-In	3	0	0	2	1	6
Blank	100	105	129	107	94	535
Total	1,833	1,685	1,866	1,782	1,627	8,793

REPRESENTATIVE IN CONGRESS FOURTH DISTRICT						
Joseph P. Kennedy, III	1,495	1,382	1,515	1,497	1,284	7,173
Write-In	36	26	41	26	25	154
Blank	302	277	310	259	318	1,466
Total	1,833	1,685	1,866	1,782	1,627	8,793

COUNCILLOR SECOND DISTRICT						
Robert L. Jubinville	1,338	1,237	1,355	1,372	1,183	6,485
Write-In	27	20	32	17	18	114
Blank	468	428	479	393	426	2,194
Total	1,833	1,685	1,866	1,782	1,627	8,793

SENATOR IN GENERAL COURT BRISTOL & NORFOLK DISTRICT						
Paul R. Feeney	1,338	-	-	1,315	1,122	3,775
Jacob J. Ventura	396	-	-	373	396	1,165
Write-In	5	-	-	2	1	8
Blank	94	-	-	92	108	294
Total	1,833	-	-	1,782	1,627	5,242

PRECINCT	1	2	3	4	5	TOTAL
SENATOR IN GENERAL COURT NORFOLK, BRISTOL & PLYMOUTH DISTRICT						
Walter F. Timilty	-	1,282	1,400	-	-	2,682
Write-In	-	20	30	-	-	50
Blank	-	383	436	-	-	819
Total	-	1,685	1,866	-	-	3,551

REPRESENTATIVE IN GENERAL COURT EIGHTH NORFOLK DISTRICT						
Louis L. Kafka	1,484	1,318	1,461	1,440	1,267	6,970
Write-In	20	19	29	14	23	105
Blank	329	348	376	328	337	1,718
Total	1,833	1,685	1,866	1,782	1,627	8,793

DISTRICT ATTORNEY NORFOLK DISTRICT						
Michael W. Morrisey	1,405	1,264	1,386	1,424	1,223	6,702
Write-In	18	23	29	12	12	94
Blank	410	398	451	346	392	1,997
Total	1,833	1,685	1,866	1,782	1,627	8,793

CLERK OF COURTS NORFOLK COUNTY						
Walter F. Timilty, Jr.	1,391	1,252	1,378	1,399	1,217	6,637
Write-In	19	19	24	11	15	88
Blank	423	414	464	372	395	2,068
Total	1,833	1,685	1,866	1,782	1,627	8,793

PRECINCT	1	2	3	4	5	TOTAL
REGISTER OF DEEDS NORFOLK DISTRICT						
William P. O'Donnell	1,389	1,251	1,371	1,388	1,217	6,616
Write-In	16	16	25	12	16	85
Blank	428	418	470	382	394	2,092
Total	1,833	1,685	1,866	1,782	1,627	8,793

COUNTY COMMISSIONER NORFOLK COUNTY						
Peter H. Collins	1,355	1,219	1,341	1,369	1,191	6,475
Write-In	17	19	24	14	14	88
Blank	461	447	501	399	422	2,230
Total	1,833	1,685	1,866	1,782	1,627	8,793

COUNTY TREASURER NORFOLK COUNTY						
James E. Timilty	1,375	1,224	1,378	1,396	1,213	6,586
Write-In	19	23	24	12	14	92
Blank	439	438	464	374	400	2,115
Total	1,833	1,685	1,866	1,782	1,627	8,793

REGIONAL SCHOOL COMMITTEE SOUTHEASTERN (4 YRS) BROCKTON						
Tony Branch	1,158	1,067	1,207	1,197	1,066	5,695
Write-In	15	13	12	8	4	52
Blank	660	605	647	577	557	3,046
Total	1,833	1,685	1,866	1,782	1,627	8,793

PRECINCT	1	2	3	4	5	TOTAL
REGIONAL SCHOOL COMMITTEE SOUTHEASTERN (4 YRS) EAST BRIDGEWATER						
Joseph A. Dutcher	1,115	1,047	1,186	1,164	1,029	5,541
Write-In	13	13	10	7	5	48
Blank	705	625	670	611	593	3,204
Total	1,833	1,685	1,866	1,782	1,627	8,793

REGIONAL SCHOOL COMMITTEE SOUTHEASTERN (4 YRS) EASTON						
Michael J. Pietrowski	1,114	1,057	1,187	1,160	1,027	5,545
Write-In	10	12	10	7	5	44
Blank	709	616	669	615	595	3,204
Total	1,833	1,685	1,866	1,782	1,627	8,793

REGIONAL SCHOOL COMMITTEE SOUTHEASTERN (4 YRS) STOUGHTON						
Robin G. Zoll	1,123	1,053	1,190	1,165	1,032	5,563
Write-In	13	15	9	8	4	49
Blank	697	617	667	609	591	3,181
Total	1,833	1,685	1,866	1,782	1,627	8,793

REGIONAL SCHOOL COMMITTEE SOUTHEASTERN (4 YRS) WEST BRIDGEWATER						
Colleen Maloney	1,104	1,031	1,176	1,166	1,026	5,503
Write-In	14	11	12	6	4	47
Blank	715	643	678	610	597	3,243
Total	1,833	1,685	1,866	1,782	1,627	8,793

QUESTION 1. PATIENT TO NURSE LIMITS

PRECINCT	1	2	3	4	5	TOTAL
YES	540	387	477	490	479	2,373
NO	1,244	1,246	1,358	1,260	1,122	6,230
Blank	49	52	31	32	26	190
Total	1,833	1,685	1,866	1,782	1,627	8,793

QUESTION 2. COMMISSION ON LIMITING ELECTION SPENDING AND CORPORATE RIGHTS

YES	1,434	1,198	1,378	1,367	1,207	6,584
NO	342	413	434	362	363	1,914
Blank	57	74	54	53	57	295
Total	1,833	1,685	1,866	1,782	1,627	8,793

QUESTION 3. TRANSGENDER ANTI-DISCRIMINATION

YES	1,402	1,200	1,383	1,329	1,157	6,471
NO	391	429	449	422	432	2,123
Blank	40	56	34	31	38	199
Total	1,833	1,685	1,866	1,782	1,627	8,793

Total Registered Voters: 12,588
Percent Voting: 70%
Early Voting: 2,621
Absentee: 409
Total Votes Cast: 8,793

SHARON

Town Meetings

2018



Annual Town Meeting

May 7, 2018

Pursuant to the provisions of the warrant of April 10, 2018, the inhabitants of the Town of Sharon qualified to vote in Town affairs met at the Arthur E. Collins Auditorium at 7:00 P.M.

The meeting was called to order by Moderator Andrew Nebenzahl. The Moderator said that in the absence of any objection he would assume that there was unanimous consent to waive the reading of the call and return of the warrant by Town Clerk Marlene B. Chused. There was no objection to this request.

The Moderator said that in the absence of any objection he would assume there was unanimous consent to allow the following non-voters to address the meeting: Richard Gelerman, Lisa Whelan, Frederic Turkington, Lauren Barnes, Richard Murphy, Krishan Gupta, Eric Hooper, Peter O’Cain, Lance Delpriore, Mark Mazur, Kathleen Medeiros, Beverly Anderson, Greg Meister, Connie Dai, Diane Malcolmson, Lee Ann Amend, Dr. Victoria Greer, Ken Wertz, John Marcus, Liz Murphy and Jose Libano.

VOTED UNANIMOUSLY: To convene the May 7, 2018 Annual Town Meeting.

VOTED UNANIMOUSLY: That whenever at this Town Meeting a majority or two thirds vote is required by statute, by-law or rule of procedure, a count need not be taken, or recorded by the clerk but may be publicly declared by the moderator. If a vote so declared is immediately questioned by seven or more voters, the count shall be taken, and the vote shall be recorded by the clerk; provided, however, that if the vote is unanimous, a count, need not be taken and the clerk shall record the vote as unanimous.

VOTED UNANIMOUSLY: That the meeting adjourn after the disposition of Article 19 or completion of the article under consideration at 11:00 p.m., whichever comes first. And further, that this Town Meeting reconvene on Tuesday evening, May 8, 2018 at the Arthur E. Collins Auditorium at 7:00 P.M. and begin with any remaining articles not voted as scheduled on Monday evening or Article 20 if the previously scheduled articles were completed as scheduled.

CONSENT AGENDA MOTION

VOTED UNANIMOUSLY: That the Town take Articles 2, 3, 9, 10, 11, 14, 15 and 16 out of order and that the motions shown on the Consent Agenda as distributed be approved.

ARTICLE 2.

VOTED UNANIMOUSLY: That the reports of the various officials, boards and committees be received for filing.

ARTICLE 3. Sharon Friends School Funds Records & Appointments

VOTED UNANIMOUSLY:

- A. That the Town Clerk cast one ballot for the Trustees of the Dorchester and Surplus Revenue School Fund as follows:

Bettye Outlaw, Patricia MacDougall and Elizabeth Siemiatkaska
- B. That the Town Clerk cast one ballot for the Trustees of the Edmund H. Talbot Fund as follows:

Shirley Schofield, Marie Cuneo and Paul Bergeron
- C. To accept the report of the donors of the funds.

ARTICLE 9. Norfolk County Retirement Annual Assessment

VOTED UNANIMOUSLY: That the Town raise and appropriate \$3,553,144 to be added to the special fund established to pay the Norfolk County Retirement Board for the Annual Assessment costs chargeable to the Town.

ARTICLE 10. Unemployment Fund

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$75,000 to be added to the special fund established to reimburse the Massachusetts Division of Employment and Training for the actual costs of benefits paid to former Town employees and chargeable to the Town.

ARTICLE 11. Funding Other Post-Employment Fund Benefits (OPEB) Trust Fund

VOTED UNANIMOUSLY: That the Town raise and appropriate \$300,000 to be added to the Other Post-Employment Benefits (O.P.E.B.) Trust Fund established to fund the presently unfunded liability of future health insurance costs for current town retirees and employees.

ARTICLE 14. Revolving Fund Authorizations

VOTED UNANIMOUSLY: That the Town authorize FY2019 expenditure limits for the revolving funds printed on page 27 of this Annual Town Meeting Warrant for use by town departments, boards, committees, agencies or officers under Massachusetts General Laws Chapter 44, § 53E½, to be expended in accordance with Chapter 24, Article III of the Town's General Bylaws.

ARTICLE 15. Property Tax Exemptions

VOTED UNANIMOUSLY: That the Town accept Section 4, Chapter 73 of the Acts of 1986, as amended by Chapter 126 of the Acts of 1988, and Chapter 380 of the Acts of 2000, which authorizes additional real estate exemptions to be granted to persons who qualify for property tax exemptions under Clauses 17, 17C, 17C 1/2, 17D, 17E, 22, 22A, 22B, 22C, 22D, 22E, 37, 37A, 41, 41B, 41C and 41D of M.G.L. ch. 59, § 5 in an amount equal to 100 percent, or such lesser amount as voted, to be effective for the fiscal year beginning July 1, 2018 and ending June 30, 2019.

ARTICLE 16. Annual Audit Appropriations

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$63,500 for the purpose of paying for the cost of services to perform an annual audit of fixed assets and annual audit of accounts of the Town of Sharon for Fiscal Year 2018 in accordance with Chapter 44, Section 40 of the General Laws of the Commonwealth.

ARTICLE 1.

That the Town elect to the Finance Committee the following named:

- Charles Goodman – 72 Lincoln Road – 3 year term
- Ira Miller – 6 Horizons Road – 3 year term
- Edward Philips – 3 Garden Street – 3 year term

ARTICLE 1.(#2)

VOTED UNANIMOUSLY: That the Town approve the following named Moderator’s appointments to the Nominating Committee of the Finance Committee:

- Charles Goodman – 72 Lincoln Road – 1 year term
- Jacqueline Modiste – 21 Canoe River Road – 1 year term
- Cheryl Weinstein – 4 Coach Lane – 1 year term
- David Fixler – 81 Bishop Road – 1 year term
- Anne Carney – 41 Pole Plain Road – 1 year term

ARTICLE 4.

VOTED UNANIMOUSLY: That the Town amend the Personnel By-law of the Town of Sharon exactly as printed on pages 4 through 12 of the warrant for this Annual Town Meeting, except as corrected by the handout entitled “Corrected Tables on Pages 8 & 10 – Article 4” and except deletion of the words “or act in any way relative thereto.”

To see if the Town will vote to amend the Personnel By-Law of the Town of Sharon as follows, or act in any way relative thereto:

A. By adopting as amendments to said By-Law, the following interim and/or emergency changes, additions or deletions made by the Personnel Board in its authority under Section 2.6 of the By-Law:

- 1) That Public Health Nurse Sheila Miller is permitted to carry over 5 accrued vacation days into calendar year 2018.
- 2) That Dispatcher Karen Ganz is permitted to carry over 5 accrued vacation days into calendar year 2018.
- 3) That Financial Assistant Melissa Healey is permitted to carry over 18 accrued vacation hours into calendar year 2018.
- 4) That the position of Administrative Assistant to the Executive Director of Council on Aging be renamed as Office Manager/Transportation Coordinator effective October 13, 2016.
- 5) That the summer positions for the Recreation department formerly known as Camp Counselor and Camp Director will now be known as Sports Program Counselor and Sports Program Supervisor.

B. By striking out all classification schedules and pay schedules in Appendix A and Appendix B and substituting new classification schedules and new pay schedules. Appendix A and Appendix B as of July 1, 2018, except as other dates are specified.

APPENDIX A

THE FOLLOWING POSITIONS CONTAINED WITHIN CLASSIFICATION SCHEDULE SECTION ENTITLED 1.100-1.300 WITH ASSOCIATED PAY SCHEDULE SECTION 2.100-2.300 ARE NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS.

EXECUTIVE CATEGORY July 1, 2018 – June 30, 2019

SECTION 1.100 CLASSIFICATION SCHEDULE	Position	SECTION 2.100 BASE PAY SCHEDULE/ANNUALLY		
		Minimum	Actual	Maximum
	Assessor	\$76,040	\$93,288	\$104,965
	Assistant to the Town Administrator	\$68,880	\$90,906	\$94,624
	Council on Aging Executive Director	\$68,880	\$74,675	\$94,857
	Director of Information Technology	\$86,265	\$109,824	\$121,026
	Finance Director	\$93,359	\$114,417	\$135,463
	Fire Chief	\$103,696	\$146,016	\$149,345
	Library Director	\$76,000	\$89,360	\$95,000
	Police Chief	\$104,836	TBD	\$169,000
	Recreation Director	\$68,579	\$86,527	\$94,857
	Superintendent of Public Works	\$103,328	\$137,315	\$149,345
	Town Administrator	\$165,000	\$189,488	\$200,000
	Town Engineer	\$82,530	\$113,214	\$116,109
	Treasurer/Collector	\$79,415	\$79,492	\$110,942

SECTION 1.200 CLASSIFICATION SCHEDULE SECTION 2.200 PAY SCHEDULE

ADMINISTRATIVE ASSISTANT TO THE BOARD OF SELECTMEN
Board of Selectmen (hourly)
July 1, 2018 – June 30, 2019

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
25.87	26.38	26.91	27.45	28.00	28.56	29.12	29.70	30.29	30.91
MISCELLANEOUS July 1, 2018 – June 30, 2019									
Veterans' Agent			20,367	annually					
Sealer of Weights & Measures			4,454						
Assistant Animal Control/			2,500	annually					
Senior Fill-In Officer									
Animal Control Fill-In			48.97						
(Weekend/Sick/Holiday/Vac. Coverage)									
Animal Control Fill-In			13.99	per night					
(Night Pager Coverage)									
Animal Control Fill-In			13.99	per call					
(After Hour Coverage)									
Animal Inspector			4,200	annually					
Plumbing/Gas Inspector			25.00	per hour					
Wiring Inspector			25.00	per hour					
Custodian/Maintenance (hourly)			11.00	11.22	11.44	11.67			
DPW Temp/Summer Labor (hourly)			11.00	11.22	11.44	11.67	12.14	12.39	12.64
Per Diem Public Health Nurse			30.00	per hour				12.89	13.15
Adult Center Receptionist/Aide			17.70	per hour					
Rec. Basketball League Coordinator			8,300	yearly					

Standing Building Committee Secretary (hourly) steps

Min	2	3	4	5	6	7	8	9	10	11
21.17	21.57	22.00	22.44	22.91	23.34	23.84	24.31	24.79	25.30	25.81

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

Project Manager for the Standing Building Committee (hourly) steps

Min	2	3	4	5	6	7	8	9	10	11
24.41	24.99	25.52	26.11	26.68	27.28	27.90	28.53	29.18	29.83	30.50

SUMMER EMPLOYMENT - PART-TIME
Effective May 1, 2018 (hourly)

	Step 1	Step 2	Step 3
Waterfront Director	19.00	19.50	20.00
Waterfront Supervisor	15.50	15.75	16.00
Asst. Waterfront Supervisor	14.00	14.50	15.00
Lifeguard (no experience)	12.00		
Lifeguard	12.50	12.75	13.00
Lifeguard & WSI	13.75	14.00	14.25
Private Lessons WSI	25.00	25.00	25.00
Sailing Supervisor	18.00	18.50	19.00
Sailing Assistant Supervisor	13.25	13.50	13.75
Sailing Instructor	11.50	12.00	12.50
Sports Program Supervisor	18.00	18.50	19.00
Program Counselor	11.00	11.50	12.00
Gate Attendant	11.00	11.25	11.50

APPENDIX B

The following positions contained within classification schedule sections entitled 1.400-1.800 with associated pay schedule sections 2.400-2.800 are covered by collective bargaining agreements.

MANAGEMENT PROFESSIONAL CATEGORY
(Formerly administrative, technical and professional category)

SECTION 1.400
CLASSIFICATION SCHEDULE

MP-00	Assistant Town Engineer
MP-0	Building Inspector Water Systems Supervisor
MP-1	Operation Supervisor Public Health Nurse* Forestry & Grounds Supervisor Health Agent for Engineering Conservation Administrator Health Administrator* GIS Coordinator Facilities Supervisor
MP-2	Animal Control Officer* Assistant Recreation Director* Business Manager Info Services/Assistant Library Director* Assistant Operations Supervisor

Assistant Supervisor-Water
Water Construction Supervisor
Water Pump Station Operator

MP-3 Recreation Athletic Supervisor
Case Manager/Coordinator of Volunteer Services*
Technical Support Specialist*

MP-4 Part-Time Public Health Nurse*

*The following positions work other than a 40-hour work week:

Assistant Recreation Director	37.5 hours
Health Administrator	37.5 hours
Information Services/Assistant Library Director	37.5 hours
Public Health Nurse	30 hours
Case Manager/Coordinator of Volunteer Services	28 hours
Animal Control Officer	25 hours
Technical Support Specialist	19 hours
Part Time Public Health Nurse	2 hours

SECTION 2.400
PAY SCHEDULE/HOURLY
July 1, 2018 – June 30, 2019

	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
MP-00	37.7251	38.5703	39.4412	40.3246	41.2338	42.1685	43.1161	44.0895	45.0754	46.0871	47.1242	48.0667
MP-0	35.7784	36.5854	37.4178	38.2501	39.1209	39.9914	40.9008	41.8101	42.7578	43.7308	44.7168	45.6113
MP-1	33.4608	34.2162	34.9846	35.7531	36.5599	37.4050	38.2374	39.0826	39.9662	40.8880	41.8101	42.6463

MP-2	30.3493	31.0661	31.7320	32.4619	33.1663	33.9218	34.6903	35.4711	36.2781	37.0849	37.9172	38.6754
MP-3	27.8961	28.4795	29.0942	29.7601	30.4260	31.1303	31.8090	32.5519	33.2686	34.0115	34.7798	35.4754
MP-4	25.3292	25.8926	26.4692	27.0579	27.6727	28.3130	28.9277	29.5679	30.2595	30.9126	31.6169	32.2493

LIBRARY CATEGORY
July 1, 2018 – June 30, 2019

LOC-3a Circulation Supervisor
LOC-3b Technical Services Supervisor

LOC-4a Library Assistant
LOC-4b Technical Services Assistant
LMP-3 Administrative Assistant - Library

LMP-3 Head of Youth Services
Head of Adult and Technology Services

LMP-4 Children's Librarian
Information Services Librarian

	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
OC-3A	24.04	24.52	24.99	25.51	26.01	26.53	27.06	27.61	28.16	28.72
OC-3B	22.76	23.22	23.68	24.15	24.65	25.15	25.64	26.15	26.67	27.20
OC-4A	21.58	22.01	22.44	22.89	23.37	23.80	24.31	24.79	25.28	25.80

OC-4B	20.46	20.88	21.28	21.71	22.16	22.59	23.05	23.52	23.97	24.46
LMP-3	27.85	28.50	29.13	29.78	30.44	31.13	31.84	32.57	33.27	34.02
LMP-4	25.32	25.89	26.48	27.07	27.68	28.29	28.92	29.62	30.28	30.94
L4	23.16	23.61	24.09	24.58	25.07	25.56	26.06	26.57	27.11	27.67
Library Page	11.44									

LABOR CATEGORY

SECTION 1.500 CLASSIFICATION SCHEDULE

Grade A	Working Foreman (F&G, Water, Operations), Senior Water Systems Technician									
Grade B	Master Mechanic									
Grade C	Aerial Lift Oper., Heavy Equip. Oper., Water Sys. Tech., Working Foreman/Facilities Maint-Comm Ctr									
Grade D	Night Custodian									
Grade E	Auto Equipment Operator, Recreation Custodian, Maint Man/Custodian DPW									

SECTION 2.500 PAY SCHEDULE/HOURLY July 1, 2018 - June 30, 2019

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12
A	27.50	28.24	28.94	29.70	30.43	31.17	31.94	32.67	33.39	34.13	34.81	35.51
B	26.31	26.90	27.48	28.06	28.62	29.24	29.80	30.40	30.98	31.57	32.20	32.85
C	24.03	24.68	25.31	25.96	26.58	27.24	27.90	28.54	29.18	29.82	30.41	31.02
D	24.27	24.76	25.26	25.78	26.29	26.81	27.35	27.89	28.45	29.02	29.60	30.19
E	23.03	23.50	23.96	24.46	24.92	25.41	25.94	26.45	26.98	27.51	28.06	28.62

OFFICE OCCUPATION CATEGORY

SECTION 1.600 CLASSIFICATION SCHEDULE

OC-1	Assistant Accountant Assistant Treasurer/Collector
OC-2a	Administrative Asst.-Assessor Office Manager/Transportation Coordinator Administrative Fire Secretary/Ambulance Records Supervisor Assistant Town Clerk Confidential Secretary to the Police Chief Financial Assistant - Payroll/Revenue
OC-2b	Collections Supervisor Payroll/Benefits Administrator
OC-3a	Election & Registration Secretary Financial Asst-Accounting /Veterans
OC-3b	Activities/Program Coordinator COA Secretary - Building & Engineering Secretary - DPW Operations Division Secretary - Water Secretary - Recreation Senior Assessor Clerk Secretary-Conservation Commission Financial Assistant – Treasurer/Collector

OC-4a Administrative Asst to the Planning Board
Administrative Asst to the Board of Health
Secretary – Fire Department

OC-4b Bus/Van Driver
Police Clerk

Secretary-Community Preservation
Secretary-Zoning Board of Appeals

OC-5 Secretary-Finance Committee
Secretary-Personnel Board
Secretary to a Board or Committee

SECTION 1.600 CLASSIFICATION SCHEDULE

SECTION 2.600 PAY SCHEDULE/HOURLY

July 1, 2017 - June 30, 2018

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
OC-1	29.11	29.69	30.28	30.89	31.52	32.14	32.78	33.44	34.11	34.79	35.49
OC-2a	26.21	26.73	27.27	27.82	28.39	28.95	29.53	30.12	30.72	31.33	31.96
OC-2b	25.07	25.57	26.08	26.61	27.14	27.68	28.23	28.79	29.38	29.97	30.57
OC-3a	23.56	24.03	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16	28.72
OC-3b	22.32	22.77	23.23	23.68	24.15	24.63	25.13	25.63	26.14	26.66	27.20
OC-4a	21.17	21.57	22.00	22.44	22.91	23.34	23.84	24.31	24.79	25.30	25.81
OC-4b	20.07	20.47	20.88	21.30	21.73	22.16	22.59	23.05	23.51	23.98	24.46
OC-5	18.05	18.41	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.56	22.00

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

PUBLIC SAFETY CATEGORY

SECTION 1.700
CLASSIFICATION SCHEDULE

SECTION 2.700
PAY SCHEDULE/WEEKLY

POLICE DEPARTMENT
July 1, 2017 – June 30, 2018

Patrolman PD-60	PD-60A Recruit	PD-60B Step 1	PD-60C Step 2	PD-60D Step 3	PD-60E Step 4	PD-60F Step 5	PD-60G Step 6	PD-60H Step 7	PD-60I Step 8
	883.50	943.02	1,005.23	1,056.96	1,112.15	1,134.43	1,157.13	1,186.06	1,224.89
Sergeant PD-80	PD-80A Step 1	PD-80B Step 2	PD-80C Step 3	PD-80D Step 4	PD-80E Step 5				
	1,332.97	1,359.66	1,386.82	1,414.56	1,442.85				

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

The amounts of pay shown in the above schedule for position code PD-60 and PD-80 do not include the extra pay for educational qualifications provided for in the statutes and regulations of the State.
Members of the Police Department, while so designated by the Chief of Police, shall receive additional compensation to be considered part of their base pay as follows:

Prosecutor	50.00	per week
Detective Patrol Officer	50.00	per week
Detective Sergeant	25.00	per week
		when assigned to two of the four shifts in the 4-2 schedule
Detective Sergeant	50.00	per week
		when assigned solely to the Detective unit
Motorcycle Operator (Selective Enforcement)	32.54	per week

Accreditation Manager, Computer Manager
 Crime Prevention Officer
 Special Assignment Officer
 LEAPS Representative

32.54 per week
 32.54 per week
 32.54 per week
 10.00 per week

DISPATCHERS

July 1, 2018 – June 30, 2019

Relief 1	Relief 2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
22.55	23.00	23.46	23.93	24.41	24.90	25.40	25.91	26.43	26.96

POLICE CROSSING GUARDS

July 1, 2018 – June 30, 2019

School Crossing Guard	PD-20	Daily Rate		
		Step 1	Step 2	Step 3
		39.70	43.26	47.56
School Crossing Guard Supervisor	PD-20A	59.58		

SUPERIOR OFFICERS

July 1, 2018 – June 30, 2019

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1,986.18	2,066.03	2,148.40	2,213.35	2,279.74	2,325.34

FIRE DEPARTMENT

July 1, 2018 – June 30, 2019

SECTION 1.410
CLASSIFICATION SCHEDULE

SECTION 2.410
PAY SCHEDULE/WEEKLY

	Step 1	Step2	Step 3	Step 4
Capt/EMT FD90	1,455.63	1,484.74	1,558.98	
Capt/Medic FD92	1,502.39	1,532.44	1,609.06	
Lt/EMT FD80	1,327.55	1,380.66		
Lt/Medic FD82	1,377.07	1,432.15		
F/F-EMT FD60	1,072.29	1,122.01	1,170.41	1,252.42
F/F-Medic FD62	1,119.03	1,168.76	1,197.38	1,299.15

Members of the Fire Department are eligible to receive additional compensation in each fiscal year in accordance with the following educational incentive program:

For 30 Course Credits certified	14.50	per week
For 45 Course Credits certified	19.25	per week
For an Associate Degree certified	40.00	per week
For a Bachelor's Degree certified	65.00	per week
For a Master's Degree certified	72.00	per week

CALL FIREFIGHTERS

July 1, 2010 – June 30, 2011

Hourly compensation rate: \$20.00

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

The following positions contained within classification schedule section entitled 1.100 – 1.300 with associated pay schedule section 2.100 – 2.300 are not covered by collective bargaining agreements, effective July 1, 2018 – June 30, 2019.

Deputy Police Chief	TBD
Deputy Fire Chief	\$2,215 per week

CORRECTED TABLES ON PAGES 8 & 10 – ARTICLE 4

Due to a formatting issue in the final layout of the Warrant, the data is not fully displayed in the pay scales in three table on pages 8 & 10. These corrections are as follows:

MP-2	30.3493	31.0661	31.7320	32.4619	33.1663	33.9218	34.6903	35.4711	36.2781	37.0849	37.9172	38.6754
MP-3	27.8961	28.4795	29.0942	29.7601	30.4260	31.1303	31.8090	32.5519	33.2686	34.0115	34.7798	35.4754
MP-4	25.3292	25.8926	26.4692	27.0579	27.6727	28.3130	28.9277	29.5679	30.2595	30.9126	31.6169	32.2493

LIBRARY CATEGORY
July 1, 2018 – June 30, 2019

LOC-3a Circulation Supervisor
 Technical Services Supervisor

LOC-3b

LOC-4a Library Assistant
 Technical Services Assistant
 Administrative Assistant - Library

LOC-4b

LMP-3 Head of Youth Services
Head of Adult and Technology Services

LMP-4 Children's Librarian
Information Services Librarian

	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
LOC-3A	24.04	24.52	24.99	25.51	26.01	26.53	27.06	27.61	28.16	28.72
LOC-3B	22.76	23.22	23.68	24.15	24.65	25.15	25.64	26.15	26.67	27.20
LOC-4A	21.58	22.01	22.44	22.89	23.37	23.80	24.31	24.79	25.28	25.80
LOC-4B	20.46	20.88	21.28	21.71	22.16	22.59	23.05	23.52	23.97	24.46
LMP-3	27.85	28.50	29.13	29.78	30.44	31.13	31.84	32.57	33.27	34.02
LMP-4	25.32	25.89	26.48	27.07	27.68	28.29	28.92	29.62	30.28	30.94
L4	23.16	23.61	24.09	24.58	25.07	25.56	26.06	26.57	27.11	27.67
Library Page	11.44									

LABOR CATEGORY

SECTION 1.500 CLASSIFICATION SCHEDULE

Grade A	Working Foreman (F&G, Water, Operations), Senior Water Systems Technician
Grade B	Master Mechanic
Grade C	Aerial Lift Oper., Heavy Equip. Oper., Water Sys. Tech., Working Foreman/Facilities Maint-Comm Ctr
Grade D	Night Custodian
Grade E	Auto Equipment Operator, Recreation Custodian, Maint Man/Custodian DPW

SECTION 2.500 PAY SCHEDULE/HOURLY

July 1, 2018 - June 30, 2019

Secretary-Personnel Board
Secretary to a Board or Committee

SECTION 1.600
CLASSIFICATION SCHEDULE

SECTION 2.600
PAY SCHEDULE/HOURLY

July 1, 2017 - June 30, 2018

Grade	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
OC-1	29.11	29.69	30.28	30.89	31.52	32.14	32.78	33.44	34.11	34.79	35.49
OC-2a	26.21	26.73	27.27	27.82	28.39	28.95	29.53	30.12	30.72	31.33	31.96
OC-2b	25.07	25.57	26.08	26.61	27.14	27.68	28.23	28.79	29.38	29.97	30.57
OC-3a	23.56	24.03	24.52	25.01	25.51	26.02	26.54	27.07	27.61	28.16	28.72
OC-3b	22.32	22.77	23.23	23.68	24.15	24.63	25.13	25.63	26.14	26.66	27.20
OC-4a	21.17	21.57	22.00	22.44	22.91	23.34	23.84	24.31	24.79	25.30	25.81
OC-4b	20.07	20.47	20.88	21.30	21.73	22.16	22.59	23.05	23.51	23.98	24.46
OC-5	18.05	18.41	18.78	19.16	19.54	19.93	20.33	20.74	21.15	21.56	22.00

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

PUBLIC SAFETY CATEGORY

SECTION 1.700
CLASSIFICATION SCHEDULE

SECTION 2.700
PAY SCHEDULE/WEEKLY

POLICE DEPARTMENT

July 1, 2017 - June 30, 2018

Patrol Officer PD-60	PD-60A Recruit	PD-60B Step 1	PD-60C Step 2	PD-60D Step 3	PD-60E Step 4	PD-60F Step 5	PD-60G Step 6	PD-60H Step 7	PD-60I Step 8
	883.50	943.02	1,005.23	1,056.96	1,112.15	1,134.43	1,157.13	1,186.06	1,224.89

Sergeant PD-80	PD-80A	PD-80B	PD-80C	PD-80D	PD-80E
	Step 1	Step 2	Step 3	Step 4	Step 5
	1,332.97	1,359.66	1,386.82	1,414.56	1,442.85

This is the rate that has been in effect, and will continue to be in effect, until such time as a new collective bargaining agreement is executed.

The amounts of pay shown in the above schedule for position code PD-60 and PD-80 do not include the extra pay for educational qualifications provided for in the statutes and regulations of the State.

ARTICLE 5.

VOTED UNANIMOUSLY: That the Town raise and appropriate for the various Town offices and for defraying charges and expenses of the Town, including debt principal and debt interest for fiscal year July 1, 2018, through June 30, 2019, the various sums stated “Fiscal Year 2019” as shown on pages 15 to 16 of the Warrant except the following:

Board of Selectmen	Town Clerk
Board of Assessors	Debt: Principal
Fire/Ambulance	Debt: Interest
Schools	Water Department
Elections & Registrations	Board of Health – Waste
Removal	

Moderator	\$ 50.00
Finance Committee	17,255.00
Personnel Board	3,177.00
Library	1,047,264.00
Accountant	263,438.00
Treasurer	329,632.00
Law	141,500.00
Information Technology	304,272.00
Conservation Commission	123,330.00
Lake Management	6,500.00
Planning Board	13,600.00
Board of Appeals	22,563.00
Town Report	14,375.00
Police	3,738,688.00
Weights & Measures	5,167.00
Animal Inspector	4,350.00
Civil Defense	11,472.00
Animal Control Officer	79,327.00
Dept of Public Works	3,543,382.00
Board of Health – Services & Admin	217,502.00
Council on Aging	303,731.00
Veterans Agent	68,402.00
Veterans Graves	5,400.00
Commission on Disability	500.00
Recreation	242,580.00
Historical Commission	650.00
Community Celebrations	7,300.00

Voc Tech School	230,320.00
Voc Tuition/Norfolk Ag. Tuition	7,860.00
ARC of South Norfolk	9,916.00
Reserve Fund	500,00.00
Street Lighting	192,549.00
FICA: Medicare	735,000.00
FICA: Social Security	10,500.00
Benefits Accrual	0
Insurance	\$9,770,030.00

TOWN CLERK

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$165,478 for the Town Clerk's budget, of which \$89,839 shall be for the salary of the Town Clerk, and \$75,639 shall be for other salaries, wages and expenses.

SELECTMEN

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$399,570 for the Board of Selectmen's budget, of which \$500 shall be for the Chairman and \$800 for the salaries of the other members, and \$398,270 shall be for other salaries, wages and expenses.

ASSESSORS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$217,527 for the Board of Assessors budget, of which \$2,400 shall be for the salary of the chairman, \$4,400 shall be for the salaries for the other members, and \$210,727 shall be for the other salaries, wages and expenses.

ELECTIONS & REGISTRATIONS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$137,249 for the Elections & Registrations budget.

FIRE/AMBULANCE

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$3,461,955 for the Fire/Ambulance budget, of which \$700,000 shall be transferred from the Ambulance Reserve Account, with the balance of \$2,761,955 raised on the tax levy.

SCHOOLS

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$43,818,836 for the purpose of operating the Public Schools for the fiscal year beginning July 1, 2018, and in order to meet this appropriation \$150,000 shall be transferred from the Overlay Reserve Account, with the balance of \$43,668,836 raised on the tax levy.

BOARD OF HEALTH – WASTE REMOVAL

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$89,500 for the Board of Health – Waste Removal budget.

DEBT

VOTED UNANIMOUSLY: That the Town raise and appropriate the sum of \$8,563,949 for the Debt: Principal budget (\$6,440,000) and Debt interest (\$2,123,949), and in order to meet said appropriation the following amounts shall be transferred from accounts as set forth below:

<u>Account</u>	<u>Amount</u>
Septic Loan Program	\$29,215
Excluded Debt Premium	\$25,293

with the balance of \$8,509,441 raised on the tax levy.

WATER

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$3,121,070 raised from user fees for the Water Department budget and appropriate the sum of \$200,000 from Retained Earnings for a Reserve Fund.

ARTICLE 6. (Omnibus Motion – 6A through 6M)

MOVED: That the Town appropriate the sum of: \$1,007,500 for the Department of Public Works to be borrowed; \$3,140,000 for the Water Department of which \$2,400,000 is to be borrowed, \$668,930 is to be funded by water use fees, and \$71,070 is to be funded by retained earnings of the Water Enterprise Fund; \$822,625 for Schools, of which \$495,205 is to be borrowed, \$50,430 is to be funded by unexpended capital project funds, \$148,740 is to be funded from a Green Communities grant and, \$128,250 shall be raised from taxation; \$750,000 for Fire to be borrowed; \$136,300 for Police to be raised from taxation; \$19,000 for the Recreation Department to be borrowed; the foregoing to be borrowed for the

purposes as set forth in items 6A – 6M under Article 6 on page 17 to 18 of the Warrant for this Town Meeting; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$4,671,705 under Massachusetts General Law Chapter 44, S7 and Massachusetts General Law Chapter 44, S8.

Any premium received by the city/town/regional school district from the sale of any bonds or notes authorized by this vote, less the costs of issuance of the bonds or notes paid from the premium, and any accrued interest may be applied to pay project costs in accordance with Chapter 44, Section 20, and the amount authorized to be borrowed to pay those costs shall be reduced by the same amount applied.

MOTION TO VOTE EACH ARTICLE SEPARATELY. CARRIED.

ARTICLE 6A.

VOTED: That the Town appropriate the sum of \$680,000 for the resurfacing of public ways and for the reconstruction and construction of sidewalks for Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$680,000 under Massachusetts General Law Chapter 44, Section 7. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6B.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$230,500 for the purchase of additional departmental equipment for the Department of Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$230,500 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6C.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$97,000 for remodeling, reconstruction and making extraordinary repair to public buildings for the Department of Public Works; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$97,000 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6D.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$1,390,000 for the relaying of water mains for the Water Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$650,000 under Massachusetts General Law Chapter

44, Section 7; \$668,930 to be funded by water use fees; and \$71,070 to be funded by Water Enterprise Fund Retained Earnings.

ARTICLE 6E.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$1,750,000 for the replacement of the water tank on Massapoag Avenue for the Water Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$1,750,000 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6F.

VOTED: That the Town appropriate the sum of \$278,250 for the purchase of additional departmental technology equipment for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$150,000 under Massachusetts General Law Chapter 44, Section 7; and the remainder, \$128,250, shall be raised from taxation. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6G.

VOTED: That the Town appropriate the sum of \$23,000 for the purchase of additional furniture for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$23,000 under Massachusetts General Law Chapter 44, Section 7. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6H.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$360,875 for remodeling, reconstruction, and making extraordinary repairs to public buildings and facilities for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$161,705 under Massachusetts General Law Chapter 44, Section 7; \$50,430 from previously approved but unexpended capital funds and the remainder, \$148,740, shall be expended from a Green Communities grant.

ARTICLE 6I.

VOTED: That the Town appropriate the sum of \$90,000 for the purchase of additional departmental equipment for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is

hereby authorized to borrow \$90,000 under Massachusetts General Law Chapter 44, Section 7. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6J.

VOTED: That the Town appropriate the sum of \$70,500 for construction design for remodeling and resurfacing parking lot for the School Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$70,500 under Massachusetts General Law Chapter 44, Section 7. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6K.

VOTED UNANIMOUSLY: That the Town appropriate the sum of \$750,000 for the purchase of additional departmental equipment for the Fire Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$750,000 under Massachusetts General Law Chapter 44, Section 7.

ARTICLE 6L.

VOTED: That the Town appropriate the sum of \$136,300 for the purchase of additional departmental equipment for the Police Department to be raised from taxation. **CARRIED. 2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6M.

MOVED: That the Town appropriate the sum of \$19,000 for the purchase of additional department equipment for the Recreation Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$19,000 under Massachusetts General Law Chapter 44, Section 7.

MOTION: To call the question. **CARRIED.**

VOTED: That the Town appropriate the sum of \$19,000 for the purchase of additional department equipment for the Recreation Department; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$19,000 under Massachusetts General Law Chapter 44, Section 7. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 6N.

MOVED: That the Town appropriate the sum of \$340,000 for the construction of a public building by Civil Defense, including the costs of surveys; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$340,000 under Massachusetts General Law Chapter 44, Section 7.

And further that the Town authorize the Board of Selectmen and/or the Conservation Commission to seek the approval of the Executive Office of Energy and Environmental Affairs, to allow the following parcel of land to be used for purposes other than protected parkland and public outdoor recreation:

A certain portion of the property known as the Sacred Heart Site, which was acquired by the Town by deed of the Order of the Brothers of the Sacred Heart of New England, Inc. dated December 26, 1974 and recorded in the Norfolk Registry of Deeds in Book 5099, Page 169 and shown as Parcel B on a plan entitled "Plot Plan of Sacred Heart Property, Sharon, Mass." dated June 1973 by the Sharon Engineering Department which plan is recorded in said Registry as Plan Number 1102 of 1974, Plan Book 247. The portion of Parcel B to be removed from parkland and public outdoor recreational use contains approximately 0.86 acres and is shown as Parcel "T" on a plan entitled "Proposed Park Land Conversion" prepared by the Sharon Engineering Department which is on file with the Town Clerk.

Said Parcel "T" is to be used for a general municipal purposes and/or construction of municipal building(s) and related facilities and/or parking. In exchange for the removal of Parcel "T" from the parkland restriction, the Board of Selectmen and/or the Conservation Commission will dedicate replacement land to public outdoor recreational use, such land being identified as Parcel F on the above referenced plan and being described in a deed to the Town of Sharon recorded at the Norfolk Registry of Deeds in Book 5099, Page 168, containing approximately 2.2 acres of land.

And further that the care, custody, management and control of Parcel T be transferred from the Board of Selectmen for outdoor recreational purposes to the care, custody, management and control of the Board of Selectmen for general municipal purposes and/or for the purpose of construction of municipal building(s) and related facilities and/or parking.

And further that the Board of Selectmen and/or the Conservation Commission is authorized to petition the General Court of the Commonwealth of Massachusetts and to seek the assent and/or approval of the Secretary of the Executive Office of Environmental Affairs, the Secretary of the Executive Office

of Communities and Development and such other state agencies or officials as may be required to permit such conversion.

And further that the Board of Selectmen and/or the Conservation Commission and/or such other Town agencies or officials as may be appropriate to take such other actions, are authorized to execute such agreements and execute such other documents as may be required to accomplish the foregoing.

MOTION: To call the question. CARRIED. 2/3 VOTE DECLARED BY MODERATOR.

VOTED: That the Town appropriate the sum of \$340,000 for the construction of a public building by Civil Defense, including the costs of surveys; and to meet this appropriation, the Treasurer, with the approval of the Board of Selectmen, is hereby authorized to borrow \$340,000 under Massachusetts General Law Chapter 44, Section 7.

And further that the Town authorize the Board of Selectmen and/or the Conservation Commission to seek the approval of the Executive Office of Energy and Environmental Affairs, to allow the following parcel of land to be used for purposes other than protected parkland and public outdoor recreation:

A certain portion of the property known as the Sacred Heart Site, which was acquired by the Town by deed of the Order of the Brothers of the Sacred Heart of New England, Inc. dated December 26, 1974 and recorded in the Norfolk Registry of Deeds in Book 5099, Page 169 and shown as Parcel B on a plan entitled "Plot Plan of Sacred Heart Property, Sharon, Mass." dated June 1973 by the Sharon Engineering Department which plan is recorded in said Registry as Plan Number 1102 of 1974, Plan Book 247. The portion of Parcel B to be removed from parkland and public outdoor recreational use contains approximately 0.86 acres and is shown as Parcel "T" on a plan entitled "Proposed Park Land Conversion" prepared by the Sharon Engineering Department which is on file with the Town Clerk.

Said Parcel "T" is to be used for a general municipal purposes and/or construction of municipal building(s) and related facilities and/or parking. In exchange for the removal of Parcel "T" from the parkland restriction, the Board of Selectmen and/or the Conservation Commission will dedicate replacement land to public outdoor recreational use, such land being identified as Parcel F on the above referenced plan and being described in a deed to the Town of Sharon recorded at the Norfolk Registry of Deeds in Book 5099, Page 168, containing approximately 2.2 acres of land.

And further that the care, custody, management and control of Parcel T be transferred from the Board of Selectmen for outdoor recreational purposes to the

care, custody, management and control of the Board of Selectmen for general municipal purposes and/or for the purpose of construction of municipal building(s) and related facilities and/or parking.

And further that the Board of Selectmen and/or the Conservation Commission is authorized to petition the General Court of the Commonwealth of Massachusetts and to seek the assent and/or approval of the Secretary of the Executive Office of Environmental Affairs, the Secretary of the Executive Office of Communities and Development and such other state agencies or officials as may be required to permit such conversion.

And further that the Board of Selectmen and/or the Conservation Commission and/or such other Town agencies or officials as may be appropriate to take such other actions, are authorized to execute such agreements and execute such other documents as may be required to accomplish the foregoing. **A
STANDING VOTE IN EXCESS OF 65 IN THE AFFIRMATIVE. 2/3
VOTED DECLARED BY MODERATOR.**

ARTICLE 6 – MOTION #2

VOTED UNANIMOUSLY: That the Town reduce the borrowing authorization for the Town office replacement project as voted under Article 3 of the November 6, 2017 Special Town Meeting by \$512,343 and appropriate \$512,343 of unexpended funds from completed capital projects previously authorized by Town Meeting as follows: \$280,000 from the Heights Elementary roof replacement project, and \$133,211 for Public Works equipment approved at the May 2017 Annual Town Meeting; and \$900 of bond premium for the May 2017 bond sale and \$98,232 of bond premium for the February 2018 bond sale.

Any premium received by the city/town/regional school district from the sale of any bonds or notes authorized by this vote, less the costs of issuance of the bonds or notes paid from the premium, and any accrued interest may be applied to pay project costs in accordance with Chapter 44, Section 20, and the amount authorized to be borrowed to pay those costs shall be reduced by the same amount applied.

ARTICLE 7.

VOTED UNANIMOUSLY: That the Town supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be

borrowed for each such project shall be reduced by the amount of any such premium so applied.

ARTICLE 8.

VOTED UNANIMOUSLY: That the Town hear and act upon the recommendation of the Community Preservation Committee as follows: By raising and appropriating the sum of \$20,000 of the Town’s portion of the expected Fiscal Year 2019 Community Preservation Fund revenues, to permit the Community Preservation Committee to expend funds as it deems necessary for its administrative and operating expenses, in accordance with the provisions of M.G.L. ch. 44B, § 6 and amendments thereof; to authorize the Community Preservation reserve from Fiscal Year 2019 Community Preservation Fund Estimated Revenues the following:

\$49,000	for Open Space	From FY2019 Estimated Revenues
\$49,000	for Historic Preservation	From FY2019 Estimated Revenues
\$49,000	for Community Housing	From FY2019 Estimated Revenues
\$323,000	for Fund Reserve Balance for CPA	From FY2019 Estimated Revenues

That the following amounts be appropriated or reserved from Fiscal Year 2019 Community Preservation Fund Revenues, unless otherwise specified, for Fiscal Year 2019 Community Preservation purposes with each item considered a separate appropriation:

- \$131,468 for Recreation for Dr. Walter A. Griffin playground enhancements from Undesignated Fund Balance
- \$84,926 for Recreation for Veterans Memorial Park Beach from Undesignated Fund Balance
- \$50,000 for Historic for the Town Hall archival project from Undesignated Fund Balance

ARTICLE 12.

VOTED UNANIMOUSLY: That the Town raise and appropriate \$30,000 for the purpose of paying for the cost of services to perform Inspection & Valuation Services for properties within the Town of Sharon in accordance with M.G.L. Chapter 40 Section 56 and Chapter 58 Sections 1, 1A and 3.

ARTICLE 13.

VOTED UNANIMOUSLY: That the Town amend its General Bylaws, Chapter 24, Article III, Section 24-21, table of Authorized Revolving Funds, to amend the scope of uses for the Health Department Revolving Fund as follows:

Health Department Revolving Fund: Add to "Program or Activity Expenses Payable from Fund" the following language at the end of the existing sentence: and to address public health emergency needs and pay for temporary staffing to support Health Department surge capacity; to support disease outreach programs and publications, and infectious disease training and education for Board of Health and staff.

That the Town amend its General Bylaws, Chapter 24, Article III, Section 24-21, table of Authorized Revolving Funds, to amend the Recycling Fund by:

Changing the name of the fund to "Solid Waste and Recycling Fund"

Changing "Fees, Charges or Other Receipts Credited to Fund" by deleting the existing sentence and replacing it with the following: Receipts to be deposited to this fund shall be receipts related to the Town's solid waste and recycling program.

Changing "Program or Activity Expenses Payable from Fund" by adding the words "solid waste and" before "recycling" so that it read as follows: The purpose of this fund is to support the solid waste and recycling program of the Town of Sharon and to purchase and install shade trees and shrubs to be planted in the public ways of the Town and otherwise as provided for in MGL c. 87, § 7.

Changing "Restrictions or Conditions on Expenses Payable from Fund" by increasing the spending limit for the Recycling Fund from \$150,000 to \$1,800,000, so that it reads as follows:

Expenditures in the current fiscal year shall not exceed the balance in the fund carried forward from the prior fiscal year plus receipts deposited into the fund during the current fiscal year and in any case shall not exceed \$1,800,000.

ARTICLE 17.

VOTED: That the Town amend its General Bylaws to amend Chapter 1, Article 1, Penalties, Section 1-2, Noncriminal disposition of violations, to add Board of Health Regulations, Chapter 300, Article 4, Nuisances and Dangers to Public Health, to the list of fines that may be collected pursuant to MGL c. 40, § 21D, as follows:

Chapter 300, Art. 4, Nuisances	First offense: \$25	Health Agent or designated
And Dangers to Public Health	Second offense: \$50	representative

Third offense: \$100
Fourth and further
offenses: \$300

ARTICLE 18.

VOTED UNANIMOUSLY: That the Town amend the General By-Law, exactly as printed on pages 30 through 45 of this Annual Town Meeting Warrant, except for the words “owner-occupied” under §262-4, section B, subsection 4 on page 38 of this Annual Town Meeting Warrant and “or take any other action relative thereto.”

That the Town vote to amend Chapter 262: Wetlands Protection, of the Town's General Bylaws, by deleting the existing Chapter 262 in its entirety and replacing it with the following new Chapter 262: Wetlands Protection:

Chapter 262: WETLANDS PROTECTION

§ 262-1. Purpose

The purpose of this bylaw is to preserve and protect the wetlands, rivers, streams, ponds, lakes, vernal pools, water resources, flood prone areas, and adjoining upland areas of the Town of Sharon by regulating and controlling activities deemed to have significant or cumulative effect upon the functions and characteristics of such wetlands, rivers, streams, ponds, lakes, vernal pools, water resources, flood prone areas, and adjoining upland areas. Such functions and characteristics shall include, but are not limited to, the following: public or private water supply, groundwater, flood control, erosion and sedimentation control, storm damage prevention, water quality, protection of wetlands, rivers, streams, ponds, lakes, vernal pools, water resources, and other bodies of water, prevention and control of pollution, water quality, and protection of fisheries, shellfish, wildlife habitat, rare species habitat, including rare plant and animal species, agriculture, scenic vistas, recreation and aesthetics (collectively, the “resource area values protected by the bylaw”). This bylaw is intended to utilize the Home Rule authority of the Town of Sharon to protect the resource areas under the Wetland Protection Act (WPA), MGL c. 131 § 40, to protect additional resource areas beyond the WPA recognized by the Town as significant, and to impose in local regulations and permits additional standards and procedures stricter than those of the WPA and regulations thereunder, 310 CMR 10.00.

§ 262-2. Definitions

ALTER – Includes, without limitation, the following actions when undertaken to, upon, within or affecting resource areas protected by the bylaw:

- (1) Removal, excavation or dredging of soil, much, humus, sand, gravel, or aggregate materials of any kind;
- (2) Changing of pre-existing drainage characteristics, flushing characteristics, sedimentation patterns, flow patterns and flood retention characteristics;
- (3) Drainage or other disturbance of water level or water table;
- (4) Dumping, discharging or filling with any material which may degrade water quality, alter elevation or interfere with the functioning of wetland, floodplains, bank or bodies of water;
- (5) Driving of piles or erection, expansion or repair of buildings or structures of any kind;
- (6) Placing of obstructions or objects in a body of water, whether or not they interfere with the flow of water;
- (7) Destruction of plant life, including cutting or trimming of trees and shrubs. Plant life shall include those species specified in the Wetlands Protection Act, MGL c. 131 § 40 and the plant life that is significant to physical stability of the bank, flood control, storm damage prevention, prevention of pollution and /or protection of fisheries and wildlife habitat;
- (8) Changing of water temperature, biochemical oxygen demand (BOD), or other physical, biological or chemical characteristics of any ground- or surface-waters;
- (9) Any activities, changes, or work which may cause or tend to contribute to pollution of any body of water or groundwater;
- (10) Incremental activities which have, or may have, a cumulative adverse impact on the resource areas protected by the bylaw.

AREAS OF CRITICAL ENVIRONMENTAL CONCERN: those critical areas and resources designated by the Commonwealth of Massachusetts for the purpose of long-term preservation, management and use or stewardship under authority granted by G.L. Ch. 21A §2(7) and the regulations promulgated thereunder (codified at 301 CMR 12.00).

AREA SUBJECT TO PROTECTION UNDER THE BYLAW: those areas defined in the Massachusetts Wetlands Protection Act or Section 262-3 of the bylaw. It is used synonymously with Resource Area.

APPLICANT: any person making a filing, or on whose behalf a filing is submitted.

AQUIFER RECHARGE AREAS: those areas composed of permeable stratified sand and gravel and certain wetlands that collect precipitation or surface water and then carry it to aquifers.

BANK: an area which normally abuts and confines a water body; the lower boundary being the mean annual low flow level, and the upper boundary being the first observable break in the slope or the mean annual flood level, whichever is higher.

BEACH: a naturally occurring shoreline with an un-vegetated bank.

BEST AVAILABLE MEANS: the most up-to-date technology or the best designs, measures or engineering practices that have been developed and that are commercially available. “Best available” shall not be defined by economics.

BEST PRACTICAL MEASURES: state of the art technologies, designs, measures or engineering practices that are in general use to protect similar interests.

BORDERING VEGETATED WETLANDS (BVW): Bordering vegetated wetlands are freshwater wetlands. These are resource areas where groundwater discharges to the surface and where, under some circumstances, surface water discharges to the groundwater. Vegetated/ freshwater wetlands are likely to be significant to public or private water supply, to groundwater supply, to flood control, to storm damage prevention, to prevention of pollution, to the protection of fisheries, to the protection of shellfish, and wildlife. The physical characteristics of vegetated wetlands are critical to the protection of interests specified in MGL c. 131 § 40. Types of freshwater wetlands are wet meadows, marshes, swamps, and bogs. They are areas where the topography is low and flat, and where the soils are annually saturated. Said resource area shall be protected whether or not they border surface waters.

BOUNDARY: the limits of an area subject to protection under the bylaw.

BROOK: considered the same as stream.

BUFFER ZONE: the land within one hundred (100) feet horizontally landward from the perimeter or outer border of any resource area, as defined in this bylaw and the Commission’s rules and regulations.

CERTIFICATE OF COMPLIANCE: a written determination in recordable form by the Commission that work, or a portion thereof, has been completed in accordance with the issued Orders of Conditions.

COMMISSION: the Conservation Commission of the Town of Sharon, a lawfully constituted agency established pursuant to MGL c. 40 § 8C to regulate and control activities governed by this bylaw.

CONDITIONS: those requirements set forth in an Order of Conditions issued by the Commission for the purpose of permitting, regulating or prohibiting any activity that removes, fills, dredges or alters and has an impact or cumulative effect upon a Resource Area.

CREEK: the same as stream.

DATE OF ISSUANCE: the date any document issued by the Commission (including, but not limited to, an Order of Conditions, a Determination of Applicability, or an Enforcement Order) is mailed, as evidenced by a postmark, or the date it is hand delivered and receipted to an applicant, or the applicants agent.

DATE OF RECEIPT: the date of actual delivery to an office, home address or usual place of business by mail or hand delivery.

MASSDEP: the Massachusetts Department of Environmental Protection.

DETERMINATION OF APPLICABILITY: a written finding, following a public hearing by the Commission, as to whether a site or the work proposed thereon is subject to the jurisdiction of the bylaw. A finding will be one of the following:

(1) Positive Determination: a written finding that an area on which the proposed work is to be done, or the activity thereon, will cause a significant impact to one or more of the interests protected by the bylaw.

(2) Negative Determination: a written finding that an area on which proposed work is to be done, or the activity thereon, will not cause a significant impact to any of the interests protected under the bylaw.

(3) Negative Determination with Conditions: a written finding that the work proposed on the area allowed under the Conditions prescribed by the Commission, will not cause a significant impact to any of the interests protected by the bylaw.

ENFORCEMENT ORDER/VIOLATION NOTICE: issued to any owner, applicant or agent in the event of a violation of this bylaw, the Massachusetts Wetlands Protection Act or any order issued thereunder.

EXTENDED DROUGHT: any period of four or more months during which the average rainfall for each month is 50 percent or less of the ten year average for that same month.

FILING: any filing made under the Massachusetts Wetlands Protection Act or the bylaw to the Commission, including, but not limited to, a Request for Determination of Applicability, Notice of Intent, Abbreviated Notice of Intent or Abbreviated Notice of Resource Area Delineation.

FLOOD CONTROL: preventing or reducing flooding and flood damage.

FRESHWATER WETLANDS: are vegetated wetlands and consist of any area of at least 2,000 square feet where surface and/or ground water, or ice at or near the surface of the ground, supports a plant community dominated (at least 50 percent) by wetland species and/or exhibits other evidence of hydrology. They are otherwise defined in MGL c. 131 § 40.

GROUNDWATER PROTECTION DISTRICT: area designated to protect, preserve, and maintain the existing and potential groundwater supply and groundwater recharge areas; to preserve and protect current and potential sources of water supply for public health and safety; and to conserve the natural resources of the town and to prevent environmental pollution.

GROUNDWATER SUPPLY: water below the earth's surface in the zone of saturation.

INTERESTS PROTECTED BY THE BYLAW: those interests specified in Section 262-1 of the bylaw.

INVASIVE PLANT AND ANIMAL SPECIES: species not native to the Resource Area whose presence threatens the integrity of natural communities and the survival of indigenous plant and animal species.

ISOLATED LAND SUBJECT TO FLOODING: an isolated depression or closed basin without an inlet or an outlet. It is an area which at least once a year confines standing water to a volume of $\frac{1}{4}$ acre-feet and to an average depth of at least six (6) inches. The area may be underlain by pervious material which in turn may be covered by a mat of organic peat or muck.

ISOLATED WETLAND: an area of at least 2,000 square feet, where surface and/or groundwater, or ice at or near the surface of the ground, supports a plant community dominated (at least 50%) by wetland species and/or exhibits other evidence of hydrology though the area does not border surface waters.

LAKE: any open body of fresh water with a surface area of 10 acres or more, including but not limited to, great ponds.

LAND SUBJECT TO FLOODING: an area with low, flat topography adjacent to and inundated by flood waters rising from creeks, rivers, streams, ponds or lakes. It extends from the banks of these waterways and water bodies; where bordering vegetated wetlands occur, it extends from such wetland.

LAND UNDER WATER BODIES AND WATERWAYS: the bottom of, or land under the surface of, any creek, river, stream, pond or lake.

MARSH: area where a vegetational community exists in standing water or running water during the growing season and where a significant part of the vegetational community is composed of, but not limited to nor necessarily including all, of the following plants or groups of plants: arums (Araceae), bladder worts (Utricularia), bur reeds (Sparganiaceae), button bush (*Cephalanthus occidentalis*), cattails (*Typha*), duck weeds (Lemnaceae), eelgrass (*Vallisneria*) frog bits (Hydrocharitaceae), horsetails (Equisetaceae), hydrophylic grasses (Poaceae), leatherleaf (*Charmaedaphne calyculata*), pickerel weeds, (Pontederiaceae), pipeworts (Eriocaulon), pond weeds(Potamogeton), rushes (Juncaeae), smartweeds (Polygonum), sweet gale (*Myrica gale*), water milfoil (Haloragaceae), water lilies (Nymphaeaceae), water starworts (Callitrichaceae), water willow (*Decodon verticillatus*).

MASSACHUSETTS WETLANDS PROTECTION ACT: MGL c. 131 § 40 and the regulations promulgated thereunder (codified at 310 CMR 10.00)

MEAN ANNUAL BOUNDARY: with respect to vernal pools, the highest observed water surface elevation.

MEPA: Massachusetts Environmental Policy Act, MGL c. 30 §§ 61-62, and the regulations promulgated thereunder as codified at 310 CMR 11.00.

NOTICE OF INTENT: the written notice filed under the Massachusetts Wetlands Protection Act and/or the bylaw by any applicant intending to remove, fill dredge, or otherwise alter a Resource Area.

ORDER: an Order of Conditions and/or Order of Resource Area Delineation, Superseding, Order or Final Order, issued pursuant to the Massachusetts Wetlands Protection Act and/or the bylaw.

ORDER OF CONDITIONS: the document issued in recordable form by the Commission containing conditions which regulate or prohibit an activity under the Massachusetts Wetlands Protection Act and/or the bylaw.

ORDER OF RESOURCE AREA DELINEATION: the document issued in recordable form by the Commission indicating acceptance of the marked boundaries designating areas subject to protection under the bylaw, as defined herein.

OWNER OF LAND ABUTTING THE ACTIVITY: means the owner of land sharing a common boundary or corner with the site of the proposed activity in any

direction, including land located directly across a street, way, creek, river, stream, brook or canal.

PERSON: Includes any individual, group of individuals, association, partnership, corporation, company, business organization, trust, estate, the federal government or agencies thereunder to the extent subject to Town bylaws, the Commonwealth or political subdivisions thereof to the extent subject to Town bylaws, administrative agencies, public or quasi-public corporations or bodies, the Town of Sharon, and any other legal entity, its legal representatives, agents or assigns.

PLAN: such data, maps, engineering drawings, calculations, specifications, schedules and other materials, if any, deemed necessary by the Commission to describe the site, all areas subject to jurisdiction under the Massachusetts Wetlands Protection Act or the bylaw and/or to determine the impact of the proposed work upon the interests identified in the Massachusetts Wetlands Protection Act or the interests protected by the bylaw.

POND: any open body of fresh water with a surface area observed or recorded within the last ten (10) years of at least 5,000 square feet. Ponds may be either naturally occurring or man-made by impoundment, excavation or otherwise. Ponds shall contain standing water except for periods of extended drought, as defined herein. The following man-made bodies of open water shall not be considered ponds:

- a) basins or lagoons which are part of wastewater treatment plants;
- b) swimming pools or other impervious man-made basins;
- c) individual gravel pits or quarries excavated from upland areas unless inactive for five or more consecutive years.

PREVENTION OF POLLUTION: the prevention or reduction of contamination of soils and/or surface water or groundwater.

PRIVATE WATER SUPPLY: any source or volume of surface or groundwater demonstrated to be in any private use or shown to have potential for private use.

PROTECTION OF FISHERIES: to prevent or reduce contamination or damage to fish and to protect their habitat and nutrient sources.

PROTECTION OF WILDLIFE: the protection of any plant or animal species listed as endangered, threatened or of special concern, or on the Watch List by Mass Wildlife's Natural Heritage and Endangered Species Program; listed as Federally Endangered or Federally Threatened by the U.S. Fish and Wildlife Service; deemed locally threatened in writing by the Commission; and the

protection of the ability of any Resource Area to provide food, breeding habitat, or escape cover for species falling within the definition of wildlife.

PUBLIC WATER SUPPLY: any source or volume of surface or groundwater demonstrated to be in public use, or approved for water supply pursuant to G.L. Ch. 111 § 160 by MassDEP, or shown to have a potential for public use.

QUORUM: more than half of the filled seats on the Commission.

RARE SPECIES: includes, without limitation, all vertebrate and invertebrate animals and all plant species listed as endangered, threatened, or of special concern by the Massachusetts Division of Fisheries and Wildlife, regardless whether the site in which they occur has been previously identified by the Division.

REQUEST FOR DETERMINATION OF APPLICABILITY: a written request on the proper form made by any person, to the Commission for a determination as to whether a site or work thereon is subject to the bylaw.

RESOURCE AREA: those areas defined in the Massachusetts Wetlands Protection Act or Section 262-3 of the bylaw. Resource Area is used synonymously with Area Subject to Protection under the Bylaw.

RIVER: a natural flowing body of water that empties into any lake, pond, ocean or other river and which flows throughout the year, including but not limited to the following: Beaver Brook, Billings Brook, Canoe River, Little Canoe River, Devil's Brook, Massapoag Brook, Puffer Brook, School Meadow Brook, Spring Meadow Brook, Sucker Brook, Traphole Brook, in their entirety throughout the Town of Sharon.

RIVERFRONT AREA: as defined in the MGL c. 131 Section 40.

STORM DAMAGE PREVENTION: the prevention of damage caused by water from storms, including, but not limited to, erosion and sedimentation, damage to vegetation, property, or buildings, or damage caused by flooding, waterborne debris or waterborne ice.

STREAM: a body of running water, including brooks and creeks, which move in a definite channel in the ground due to hydraulic gradient. A stream may flow through a culvert or beneath a bridge. A body of running water which does not flow throughout the year is termed an intermittent stream.

VEGETATED WETLANDS: see Freshwater Wetlands.

VERNAL POOL: includes, in addition to scientific definitions found in the regulations under the Massachusetts Wetlands Protection Act, any confined basin

or depression not occurring in existing lawns, gardens, landscaped areas or driveways which at last in most years, holds water for a minimum of two continuous months during the spring and/or summer, contains at least 200 cubic feet of water at some time during most years, is free of adult predatory fish populations, and provides essential breeding and rearing and other important wildlife habitat functions for amphibian, reptile or other vernal pool community species, regardless of whether the site has been mapped and/or certified by the Division of Fisheries and Wildlife. The boundary of the resource area for vernal pools shall be 100 feet outward from the mean annual high-water line defining the depression.

WET MEADOW: area where groundwater is at the surface for a significant part of the growing season and near the surface throughout the year and where a significant part of the vegetational community is composed of various grasses, sedges, and rushes; made up of, but not limited to nor necessarily including all of the following plants or groups of plants: blue flag (Iris), vervain (Verbena), thoroughwort (Eupatorium), dock (Rumex), false loosestrife (Ludwigia), hydrophilic grasses (Poaceae), loosestrife (Lythrum), marsh fern (Dryopteris thelypteris). Rushes (Juncaceae), sedges (Cyperaceae), sensitive fern (Onoclea sensibilis), smartweed (Polygonum).

WILDLIFE: living things and especially mammals, birds, reptiles, amphibians and fish, as well as invertebrates, which are neither human nor domesticated, and living in their natural environment.

The Commission may adopt definitions, not inconsistent with this § 262-2, in its regulations promulgated pursuant to § 262-11 of this bylaw.

§ 262-3. **Jurisdiction**

A. No person shall remove, fill, dredge, build upon, or alter any bank, freshwater wetland, vernal pool, beach, flat, marsh, wet meadow, bog, swamp, or lands bordering on any creek, river, stream, lands adjoining these resource areas out to a distance of 200 feet, known as the riverfront area, or any pond, lake, or any land under said waters, or any land subject to storm flowage, or flooding, or inundation by groundwater or surface water, or lands adjoining these resource areas out to a distance of 100 feet, known as the buffer zone, without filing written notice of the intention to do so with the Commission in accordance with the provisions set forth in this bylaw and without receiving and complying with the Order of Conditions issued by the Commission and provided all appeal periods have elapsed, unless the Commission shall have determined that this bylaw does not apply to the activity proposed.

B. The jurisdiction of this bylaw shall not extend to uses and structures of agriculture that enjoy the rights and privileges of laws and regulations of the Commonwealth governing agriculture including work performed for normal maintenance or improvement of land in agricultural or aquacultural use as defined by the Massachusetts Wetland Protection Act Regulations at 310 CMR 10.04.

§ 262-4. Exemptions and Exceptions

A. This bylaw shall accommodate emergency projects in the following manner:

- (1) Emergency projects necessary for the protection of the health or safety of the residents of Sharon which are to be performed, provided that the work is to be performed by, or has been ordered to be performed by, an agency of the Commonwealth or a political subdivision thereof; provided that advance notice, oral or written, has been given to the Commission prior to commencement of work or within 24 hours after commencement; provided that the Commission or its agent certifies the work as an emergency project; provided that the work is performed only for the time and place certified by the Commission for the limited purposes necessary to abate the emergency; and provided that within 21 days of commencement of an emergency project a permit application shall be filed with the Commission for review as provided by this bylaw. Upon failure to meet these and other requirements of the Commission, the Commission may, after notice and a public hearing, revoke or modify an emergency project approval and order restoration and mitigation measures.

B. The following activities are exempt under this bylaw:

- (1) Maintenance, repair, replacement, without substantial change or enlargement, of existing and lawfully located structures or facilities used in the service of the public and used to provide electric, gas, water, sewerage, drainage, railroad transportation, telephone, telegraph and other telecommunication services to the public provided that written notice has been given to the Commission prior to commencement of work, and provided that the work conforms to any performance standards and design specifications in regulations adopted by the Commission.

- (2) Normal maintenance or improvement of land in agricultural use. The Commission shall determine whether the requirements of the bylaw apply to activities proposed that may change land in agricultural use and affect the interests protected by this bylaw.

(3) Routine maintenance and repair of existing public ways.

(4) Normal maintenance, repair, replacement of any existing betterment to private, owner-occupied property, including, but not limited to, existing fences, decks, patios, hedges, docks, boat moorings, trees, shrubs, lawns, gardens, mail boxes, retaining walls or lamp posts, as long as the resource areas protected by this bylaw are unaffected.

§ 262-5. Applications and Fees

A. Any person who desires a determination as to whether this bylaw applies to an area, or to any activity proposed thereon, shall submit a written Request for Determination of Applicability to the Commission, signed by the owner of the area, or the applicants, if such applicant believes an owner to be acting improperly on an area, on a form obtainable from the Commission, together with plans showing the existing characteristics of the area and the nature and extent of the activities to be performed thereon. The information submitted shall also include lot lines, Town ways, the location of all wetlands, vernal pools, floodplains, water courses, and buffer zones, existing buildings, and all changes proposed, and such other information as the Commission may require by regulation.

B. Any person requesting a hearing before the Commission shall be required to make a minimum payment of \$50.00 per hearing, said amount payable to the Town of Sharon which in turn will be placed in the Advertising Fund for the purpose of payment of the advertisement of the hearing notice and any other associated costs. The Commission shall hold a public hearing on the activity within 21 days of receiving such completed Notice of Intent. Notice of the time and place of such hearing shall be given by the Commission, at the expense of the applicant, not less than five days prior to the public hearing, by publication in a newspaper of general circulation in Sharon, and by mailing a notice by certified mail to the applicant, and the owner, if a person other than the applicant, and to the Sharon Board of health and the Sharon Planning Board. All publications and notices shall contain the name of the applicant, a description of the area where the activity is proposed, by street address, if any, or other adequate identification of the location of the area or premises which is the subject of the notice, date, time and place of the public hearing, the subject matter of the hearing, and the nature of the action, or relief requested, if any. Such hearing may be held at the same time and place as any public hearing required to be held under MGL c. 131 § 40 or otherwise. If the Commission determines that additional information is necessary, the hearing may be continued to a future date for as many hearings as may be deemed necessary by the Commission.

C. Any person filing a permit or other application or other request with the Commission shall give written notice thereof, by certified mail (return receipt

requested) to all abutters at their mailing addresses shown on the most recent applicable tax list of the assessors, including owners of land directly opposite on any public or private street or way, and any abutters to the abutters within 300 feet of the property line of the applicant, including any in another municipality or across a body of water. The notice shall state a brief description of the project or other proposal and the date of any Commission hearing or meeting date if known. The notice to abutters also shall include a copy of the application or request, with plans, or shall state where copies may be examined and obtained by abutters. An affidavit of the person providing such notice, with a copy of the notice mailed or delivered, shall be filed with the Commission. When a person requesting a determination is other than the owner, the request, the notice of the hearing and the determination itself shall be sent by the Commission to the owner as well as to the person making the request.

(1) The Request for Determination of Applicability shall be delivered to the Commission by certified mail (return receipt requested) together with a certification that all abutters to the area subject to determination, and the owner, if not the person making the request, have been sent notice that a determination is being requested hereunder, and to such other persons as the Commission may require by regulation. In order to comply with the provisions of this bylaw, each application must be complete, as filed, and must comply with the rules set forth herein. The commission, in its discretion, may hear any oral presentation under this bylaw at the same public hearing to be held under the provisions of MGL c. 131 § 40.

(2) Notice of the time and place of such hearing shall be given by the Commission, at the expense of the applicant, not less than five days prior to the public hearing, by publication in a newspaper of general circulation in Sharon and by mailing a notice by certified mail (return receipt requested), to the applicant, or owner, if a person other than the applicant. All publications and notices shall contain the name of the applicant, a description of the area where the activity is proposed by street address, if any, or any other adequate identification of the location of the area or premises which is the subject of the notice, the date, time and place of the public hearing, the subject matter of the hearing, and the nature of the action or relief requested, if any.

D. The Commission in an appropriate case may accept as the application and plans under this bylaw any application and plan filed under the Massachusetts Wetlands Protection Act (MGL c. 131 § 40) and regulations (310 CMR 10.00), but the Commission is not obliged to do so.

E. At the time of an application, the applicant shall pay the filing fees as specified in the Commission's Rules and Regulations. The fee is in addition to that required by the Massachusetts Wetlands Protection Act and regulations.

F. Pursuant to MGL c. 44 § 53G and regulations promulgated by the Commission, the Commission may impose reasonable fees upon applicants for the purpose of securing outside consultants including engineers, wetland scientists, wildlife biologists, or other experts in order to aid in review of proposed projects. This fee is called the “consultant fee”. The specified consultant services may include, but are not limited to, performing or verifying the accuracy or resource area survey and delineation; analyzing resource area functions and values, including wildlife habitat evaluations, hydrogeological and drainage analysis; and researching environmental or land use law. The exercise of discretion by the Commission in making its determination to require payment of a consultant fee shall be based upon its reasonable finding that additional information acquirable only through outside consultants would be necessary for the making of an objective decision. Any applicant aggrieved by the imposition of, or size of, the consultant fee, or any act related thereto, may appeal according to the provisions of the Massachusetts General Laws. Such funds shall be deposited with the town Treasurer, who shall create an account specifically for this purpose. Additional consultant fees may be requested where the requisite review is more expensive than originally calculated or where new information requires additional consultant services.

Only costs relating to consultant work done in connection with a project for which a consultant fee has been collected shall be paid from this account, and expenditures may be made at the sole discretion of the Commission. Any consultant hired under this provision shall be selected by, and report exclusively to, the Commission. The Commission shall provide applicants with written notice of the selection of a consultant, identifying the consultant, the amount of fee to be charged to the applicant, and a request for payment of that fee. Notice shall be deemed to have been given on the date it is mailed or delivered. The applicant may withdraw the application or request within five (5) business days of the date notice is given without incurring any costs or expenses.

The entire fee must be received before the initiation of consulting services. Failure by the applicant to pay the requested consultant fee within ten (10) business days of the request for payment shall be cause for the Commission to declare the application administratively incomplete and deny the permit without prejudice, except in the case of an appeal. The Commission shall inform the applicant and MassDEP of such a decision in writing.

G. Fees are payable by cash or check to the Town of Sharon at the time of request or filing, and are not refundable. Town, county, state or federal projects are exempt from fees. The Commission, upon a majority vote, may waive fees in the event of hardship or other cause.

§262-6. Procedures

Unless the Commission determined that this bylaw does not apply to such activity pursuant to the provisions of this bylaw, every person who wishes to remove, fill, dredge, or alter any wetland, vernal pool, floodplain, or buffer zone, shall first file a written Notice of Intent (NOI) with the Commission, signed by the owner of the area, or his/her legally authorized representative, on a form available from the Commission, together with a list of the names and addresses of all abutters to the area subject to such Notice, and with such Notice, such plans and additional information as the Commission may deem necessary, by regulation, or otherwise, to describe the nature of the activity proposed and its effect on the wetlands, floodplains and buffer zones. The NOI shall be delivered to the Commission by hand, or by certified mail (return receipt requested) together with a certification that all abutters to the area subject to the NOI, and the owner, if the person making the application is other than the owner, have been sent notice that a NOI has been filed hereunder, and to such other persons as the Commission may, by regulation, determine. The plans shall show the location of the wetland boundaries and shall be at such scale as the Commission may deem necessary, by regulation, or otherwise. All drawings and plans should be stamped, signed and dated by such registered professional as the Commission may require, by regulation, or otherwise. In addition, the NOI, with its plans, will show lot lines, Town ways, the names of all abutters, the location of all the wetland areas, vernal pools, floodplains, water courses, and buffer zones, pertinent physical features of the land, existing buildings, and all changes proposed to be made. In order to comply with the provisions of this bylaw, each Notice must be complete, as filed and comply with the rules set forth herein. No such Notice shall be accepted as complete before all permits, variances, and approvals required by the bylaw of the Town of Sharon with respect to the proposed activity, which are obtainable at the time of such Notice, have been obtained, or if not obtainable at that time, have been applied for, as provided in MGL c. 131 § 40.

A. BURDEN OF PROOF - The applicant shall have the burden of proving, by a preponderance of the credible evidence, that the activity proposed in the NOI will not negatively impact the resource area values protected by this bylaw. Failure to provide adequate evidence to the Commission supporting this burden shall be significant cause for the Commission to deny a permit or grant a permit with conditions as the Commission deems reasonable, necessary, or desirable to carry out the purposes of this bylaw, or to postpone or continue the hearing to another date certain to enable the applicant and others to present additional evidence, upon such terms and conditions as seems to the Commission to be just.

B. The Commission, in its sole discretion, may hear any oral presentation under this bylaw by any interested or aggrieved party, at the same public hearing required for any permit application under the Massachusetts Wetlands Protection Act. Notice of the time and place of such hearing shall be given by the Commission, at the expense of the applicant, not less than five (5) days prior to the public hearing,

by publication in a newspaper of general circulation in Sharon and by mailing a notice by certified mail (return receipt requested), to the applicant, or owner, if a person other than the applicant. All publications and notices shall contain the name of the applicant, a description of the area where the activity is proposed by street address, if any, or any other adequate identification of the location of the area or premises which is the subject of the notice, the date, the time, and place of the public hearing, the subject matter of the hearing, and the nature of the action, or relief requested, if any.

C. If, after the hearing, the Commission determines that the proposed activity impacts the resource areas protected by this bylaw, the Commission may, by written order issued within 21 days after the close of such hearing, impose such conditions, safeguards, and limitations on time and use upon such activity as it deems necessary to protect those interests; but the Commission may prohibit such activity all together, in the event that it finds that the interests of this bylaw cannot be preserved and protected by the imposition of such conditions, safeguards, or limitations. Due consideration shall be given to possible effects of the proposal on all resource area values to be protected under this bylaw and to any demonstrated hardship on the applicant by reason of a denial, as brought forth at the public hearing. If the Commission shall determine that the activity proposed does not require the imposition of conditions to preserve and protect the interests of this bylaw, the applicant shall be notified in writing. No condition shall be imposed, nor any determination rendered by the Commission, unless the Commission meets with a quorum present.

D. The Commission may, as part of its Order of Conditions, require, in addition to any security required by any other Town or State board, committee, commission, agency or officer, that the performance and observation of the conditions, safeguards and limitations imposed under this bylaw by the applicant and owner be secured by one, or both, of the methods described in the following clauses:

(1) By a proper bond, deposit of money, or negotiable securities under a written third-party escrow arrangement, or other undertaking of financial responsibility sufficient in the opinion of the Commission, to be released in whole or in part upon issuance of Certificate of Compliance for work performed pursuant to the permit. Such bond or security, if filed or deposited, shall be approved as to form and manner of execution by Town Counsel or the town Treasurer, and/or

(2) By accepting a conservation restriction, easement, or other covenant enforceable in a court of law, executed and duly recorded by the owner of record, running with the land to the benefit of this municipality whereby the permit conditions shall be performed and observed before any

lot may be conveyed other than by mortgage deed. This method shall be used only with the consent of the applicant.

E. In the event all activity authorized by the Order of Conditions is not completed within three years after the date of issuance, the authorization contained therein shall expire, unless the Order has been renewed prior to expiration, such renewal being subject to all of the conditions of this bylaw. An Order of Conditions may be renewed, upon written request of the applicant, for a period of up to three years.

No activity governed by an Order of Conditions shall be carried on unless, and until, all permits, approvals and variances required by the bylaws of the Town of Sharon shall have been obtained, and unless such Order of Conditions shall have been recorded or registered at the Norfolk County Registry of Deeds or in the Norfolk District Land Court Department and until all applicable appeal periods have expired.

The Commission shall have the right to record or register its Order of Conditions with said registry. In the event that an Order of Conditions, issued pursuant to this bylaw, is identical to a final Order of Conditions issued pursuant to the provisions of MGL c. 131 § 40, only one such order need be recorded or registered.

§ 262-7. Certificate of Compliance

The Commission shall, upon receiving a written request therefor, inspect the resource areas where the activity governed by an Order of Conditions was carried out, and issue a Certificate of Compliance to the owner of the property in a form suitable for recording, or registering, if the Commission shall determine that all of the activity, or activities, or portions thereof, limited thereby, have been completed in accord with said Order. The written request for a Certificate of Compliance shall be accompanied by evidence of the prior recording, or registering, of the governing Order of Conditions.

§ 262-8. Pre-acquisition violation

Any person who purchases, inherits, or otherwise acquires real estate upon which work has been done in violation of the provisions of this bylaw, or in violation of any Order of Conditions issued under this bylaw, shall forthwith comply with any such Order, or restore the land to its condition prior to any such violation; provided, however, that no action, civil or criminal, shall be brought against such a person, unless such action is commenced within three years following the recording of the deed, or the date of the death by which such real estate was acquired by such person.

§ 262-9. Right of entry

Any applicant who is an owner, or any applicant legally authorized to represent the owner, who requests the Commission to evaluate a written Notice of Intent, request for Determination, or Abbreviated Notice of Resource Area Delineation gives the Commission, and its agents, the right of entry to the owner's property for the purpose of evaluating the information provided in the filing.

§ 262-10. Enforcement

In accordance with the provisions of MGL c. 40 § 21D, as well as every other authority and power that may have been, or may hereafter be conferred upon it, the Town of Sharon may enforce the provisions of this bylaw, restrain violations thereof, and seek injunctions and judgments to secure compliance with its Order of Conditions. Without limiting the generality of the foregoing:

A. No person shall remove, fill, dredge, build upon, degrade or otherwise alter a Resource Area protected by this bylaw, or cause, suffer, or allow such activity, or leave in place unauthorized fill, or otherwise fail to restore illegally altered land to its original condition, or fail to comply with a permit or an enforcement order issued pursuant to this bylaw.

B. Any person who violates any provision of this bylaw, or any condition or permit issued pursuant it, shall be punished by a fine pursuant to MGL c. 40 § 21, and pursuant to the Town of Sharon bylaws, Chapter 1, Article 1. Each day, or portion thereof, during which a violation continues, shall constitute a separate offense. This by law may be enforced pursuant to MGL c. 40 § 21D, by a Town of Sharon police officer, or other officer having police powers.

C. In the event of a violation of this bylaw, or of any order issued thereunder, the Commission or its agents may issue a stop order to the owner, the applicant, or their agent, by certified mail (return receipt requested) or by posting the same in a conspicuous location on the site affected. Any person who shall violate the provisions of a stop order shall be deemed in violation of the bylaw; but the failure of the Commission to issue a stop order, for any reason, shall not prevent the Town of Sharon from pursuing any other legal remedy at law, or in equity, to restrain violations of this bylaw and to secure compliance with its orders.

D. The Town of Sharon shall be the beneficiary of all fines imposed on account of the violation of this bylaw in order to defray the expense of enforcing the same.

E. Upon the request of the Commission, the Board of Selectmen and Town Counsel shall take such legal action as may be necessary to enforce this bylaw and permits issued pursuant to it.

F. Upon the recommendation of the Commission, the Board of Selectmen may employ Special Counsel to assist the Commission in carrying out the legal aspects, duties, and requirements of this bylaw.

G. As an alternative to criminal prosecution in a specific case, the Commission may issue citations with specific penalties pursuant to the non-criminal disposition procedure set forth in MGL c. 40 § 21D, which has been adopted by the Town in Chapter 1, Article 1 of the general bylaws.

§262-11. **Regulations**

After notice and public hearing the Commission may promulgate rules and regulations to affect the purpose of this bylaw, effective when voted and filed with the Town Clerk. Failure by the Commission to promulgate such rules and regulations or a legal declaration of their invalidity by a court of law shall not act to suspend or invalidate the effect of this bylaw.

§262-12. **Coordination with Other Boards**

Any person filing a permit application, Request for Determination of Applicability , or Abbreviated Notice of Resource Area Delineation with the Commission shall provide a copy thereof at the same time, by certified mail (return receipt requested), or hand delivery, to the Board of Selectmen, Planning Board, Board of Appeal, Board of Health, Town Engineer, and Building Inspector. A copy shall be provided in the same manner to the Commission of the adjoining municipality, if the application or Request for Determination of Applicability pertains to property within three hundred (300) feet of that municipality. An affidavit of the person providing notice, with a copy of the notice mailed or delivered, shall be filed with the Commission. The Commission shall not take final action until the above boards and officials have had fourteen (14) days from the receipt of the notice to file written comments and recommendations with the Commission, which the Commission shall take into account, but which shall not be binding on the Commission. The applicant shall have the right to receive any comments and recommendations, and respond to them at a hearing of the Commission, prior to final action.

§ 262-13. **Relationship of this bylaw to Massachusetts General Laws**

This bylaw is intended to utilize the Home Rule authority of this municipality to protect additional resource areas and interests with standards and procedures

stricter than those pursuant to the Wetlands Protection Act, MGL c. 131, § 40, and the regulations thereunder, 310 CMR 10.00.

§ 262-14. **Severability**

The invalidity of any section or provision of this bylaw shall not invalidate any other section or provision thereof, nor shall it invalidate any order of Conditions which previously have become final.

ARTICLE 19.

VOTED UNANIMOUSLY: That the Town authorize the Board of Selectmen to commence a Community Choice Aggregation Program (CCA) and contract for electric supply as authorized by M.G.L. 164, Section 134, and through CCA decrease greenhouse gas emissions from the generation of electricity for Sharon residents and businesses by pursuing an increased amount of Class I designated renewable energy than is required by the Massachusetts Renewable Portfolio Standard (RPS).

THE MEETING ADJOURNED AT 10:12 P.M.

Attendance: 252

**ANNUAL TOWN MEETING
MAY 7, 2018**

The Annual Town Meeting of May 7, 2018 was adjourned at 10:12 P.M. to reconvene at the Sharon High School, Arthur E. Collins Auditorium on Pond Street on Tuesday, May 8, 2018 at 7:00 P.M. then and there to act on all unfinished business in the May 7, 2018 Annual Town Meeting Warrant.

Attest:
Marlene B. Chused
Sharon Town Clerk

MAY 8, 2018

This is to certify that I have posted a copy of the above notice in accordance with Town By-laws.

DANIEL SIRKIN,
Constable
Sharon, Massachusetts

**ADJOURNED ANNUAL TOWN MEETING
MAY 8, 2018**

ARTICLE 20.

MOVED: That the Town amend the Town's Zoning Bylaws by amending Section 2313 – Other permitted principal uses – by adding a new subsection (d), to allow commercial solar energy systems within residential districts on land owned by the Town of Sharon, other than land under the control of the Sharon Conservation Commission; provided, however, such use is permitted only on a parcel consisting of two or more acres, as follows:

d. In all residential districts under this Section 2310, commercial solar energy systems on land owned by the Town of Sharon, other than land under the control of the Sharon Conservation Commission; provided, however, such use is permitted only on a parcel consisting of two or more acres. Parcels separated by a road shall be considered adjacent for purposes of this Subsection d. Solar energy systems permitted under this subsection shall be exempt from lot coverage, natural vegetation and impervious surface requirements as defined in Section 2400 and Section 4500 of this Bylaw.

MOTION TO AMEND: By replacing Subsection d. so that it now reads:

d. In residential districts under this Section 2310, commercial solar energy systems on land owned by the Town of Sharon, other than land under the control of the Sharon Conservation Commission' provided, however, such use is permitted only on the following two named parcels of two or more acres: the landfill, and the train station. Parcels separated by a road shall be considered adjacent for purposes of the Subsection d. Solar energy systems permitted under this subsection shall be required to comply with lot coverage, natural vegetation and impervious surface requirements as defined in section 2500 and Section 4500 of the Bylaw. **NOT CARRIED.**

MOTION TO MOVE THE QUESTION. RULED OUT OF ORDER.(MORE DISCUSSION FROM VOTERS IN AUDITORIUM AND GYM.)

VOTED: That the Town amend the Town's Zoning Bylaws by amending Section 2313 – Other permitted principal uses – by adding a new subsection (d), to allow commercial solar energy systems within residential districts on land owned by the Town of Sharon, other than land under the control of the Sharon Conservation Commission; provided, however, such use is permitted only on a parcel consisting of two or more acres, as follows:

d. In all residential districts under this Section 2310, commercial solar energy systems on land owned by the Town of Sharon, other than land under the control of the Sharon Conservation Commission; provided, however, such use is permitted only on a parcel consisting of two or more acres. Parcels separated by a road shall be considered adjacent for purposes of this Subsection d. Solar energy systems permitted under this subsection shall be exempt from lot coverage, natural vegetation and impervious surface requirements as defined in Section 2400 and Section 4500 of this Bylaw. **2/3 VOTE DECLARED BY MODERATOR.**

ARTICLE 21.

MOVED: That the Town amend the Town's Zoning Bylaw by deleting the existing Section 3700 in its entirety and adding a new Section 3700 – Marijuana Retailers, that would provide as follows, with the understanding that in accordance with M.G.L. c. 94G, § 3(a)(2), such Bylaw must also be approved by the voters of the Town at an election:

Section 3700 – Marijuana Retailers. Consistent with M.G.L. c. 94G, § 3(a)(2), all types of non-medical "Marijuana Retailers" as defined in M.G.L. c. 94G, § 1 shall be prohibited within the Town of Sharon. This prohibition shall not be construed to affect the medical use of marijuana as expressly authorized by the provisions of Chapter 369 of the Acts of 2012 and 105 CMR 725.000 (as the same may be amended from time to time).

MOTION: TO CALL THE QUESTION. CARRIED SUBJECT TO VOTERS AT MICROPHONES.

MOTION: That the Town amend the Town's Zoning Bylaw by deleting the existing Section 3700 in its entirety and adding a new Section 3700 – Marijuana Retailers, that would provide as follows, with the understanding that in accordance with M.G.L. c. 94G, § 3(a)(2), such Bylaw must also be approved by the voters of the Town at an election:

Section 3700 – Marijuana Retailers. Consistent with M.G.L. c. 94G, § 3(a)(2), all types of non-medical "Marijuana Retailers" as defined in M.G.L. c. 94G, § 1 shall be prohibited within the Town of Sharon. This prohibition shall not be construed to affect the medical use of marijuana as expressly authorized by the provisions of Chapter 369 of the Acts of 2012 and 105 CMR 725.000 (as the same may be amended from time to time).

NOT CARRIED. A STANDING VOTE. VOTES IN THE AFFIRMATIVE 543. VOTES IN THE NEGATIVE 553.

ARTICLE 22.

VOTED UNANIMOUSLY: That the Town amend the Zoning Bylaw exactly as printed on pages 58 through 60 of the warrant for this Annual Town Meeting, except for the words “or take any other action relative thereto.”

That the Town vote to amend the Zoning Bylaw by amending Section 2334: Uses and accessory uses allowed by Special Permit in the Light Industrial District and Section 3600: Registered Marijuana Dispensaries, to allow marijuana establishments within the Light Industrial District, as follows:

Amend Section 2334 by adding a new subsection n. as follows:

n. Registered Marijuana Dispensaries and Marijuana Establishments as provided in Section 3600. These uses shall not be considered accessory uses.

Amend Section 3600 to add "and Marijuana Establishments" in the title.

Amend Subsection 3610 - Definitions to add the following definition of marijuana establishments:

Marijuana Establishment: A marijuana cultivator, independent testing laboratory, marijuana product manufacturer, marijuana retailer or any other type of licensed marijuana-related business.

And to amend the definition of Registered Marijuana Dispensary (RMD) to add the words "or for profit" after the word "not-for-profit."

Amend Subsection 3620 – Siting Requirements to include Marijuana Establishments, and to change the manner of measurement for the buffer zone distance, as follows:

- a. All RMDs and Marijuana Establishments, as defined in Subsection 3610 of this Zoning Bylaw are allowed only in the Light Industrial (LI) District upon the granting of a special permit by the Zoning Board of Appeals.
- b. No RMD or Marijuana Establishment shall be located less than 400 feet from any residential zoning district or from any residential use; from any public or private school, or municipal building open to the general public; from any church or other religious facility; from any public park or recreation area and any principal or accessory private recreational facility use; or from any day-care center, nursing home or hospital. The minimum distance specified above shall be measured in a straight line from the nearest property line in question to the nearest property line of the

proposed RMD or Marijuana Establishment, except where the distance to be measured crosses Interstate 95 or US Route 1, in which case the distance shall be limited by and measured only to the boundary of such highway.

Amend Subsection 3640 – Sign Requirements to include Marijuana Establishments, as follows:

- a. Only one sign, to be mounted flat on the building wall face, shall be allowed for an RMD or Marijuana Establishment. The area of this wall sign shall be not more than 10% of the projected area of the elevation it is attached to, except that no sign shall exceed 30 square feet.
- d. No RMD or Marijuana Establishment may have any flashing lights visible from outside the establishment. Furthermore, no sign shall rotate or contain reflective or fluorescent elements.

Amend Subsection 3650.a (2) and (3) – Special Permit submission and approval to include Marijuana Establishments, as follows:

- (2) The distances between the proposed RMD or Marijuana Establishment and any residential zoning district, public or private school, church or other religious facility, public park or recreation area, day-care center, nursing home and hospital, and municipal building open to the general public.
- (3) Copies of all licenses and permits issued by the Commonwealth of Massachusetts and any of its agencies for the RMD or Marijuana Establishment.

Amend Subsection 3650.c (1) and (3) as follows:

- (1) Any special permit granted hereunder for an RMD or Marijuana Establishment shall lapse after one year, including such time required to pursue or await the determination of an appeal from the grant thereof, if a substantial use thereof has not sooner commenced except for good cause, or in the case of a permit for construction, if construction has not begun by such date except for good cause, including such time to pursue or await the determination of an appeal referred to in MGL c. 40A, § 17, from the grant thereof.
- (3) In addition to the requirements of Subsection (2) above, a special permit granted hereunder shall have a term limited to the duration

of the applicant's ownership and use of the premises as an RMD or Marijuana Establishment. A special permit granted hereunder is nontransferable and nonassignable.

Amend Subsection 3660 – Existing RMDs, to include Marijuana Establishments, as follows:

3660 Existing RMDs and Marijuana Establishments.

Any RMD or Marijuana Establishment that was in existence as of the first date of the publication of the notice of public hearing on this zoning amendment regulating medical marijuana uses or marijuana establishments may continue to operate in the same location, without material change in scale or content of the business, but shall apply for such special permit within 90 days following the adoption of this bylaw and shall thereafter comply with all of the requirements herein.

ARTICLE 23.

MOVED: That the Town amend the Zoning Bylaw by amending Section 3600: Registered Marijuana Dispensaries and Marijuana Establishments, to limit the number of Marijuana Retailers to no more than 20% of the number of licenses issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold, within the Light Industrial zoning district, as follows:

Amend Subsection 3620 – Siting Requirements to add a new subsection (d) as follows:

- d. The number of marijuana retailers that shall be permitted in the Town of Sharon is limited to twenty percent (20%) of the number of licenses issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold.

MOTION TO AMEND: By adding “and/or authorized to be issued” after the word “issued”

CARRIED.

VOTED: That the Town amend the Zoning Bylaw by amending Section 3600: Registered Marijuana Dispensaries and Marijuana Establishments, to limit the number of Marijuana Retailers to no more than 20% of the number of licenses issued and/or authorized to be issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold, within the Light Industrial zoning district, as follows:

Amend Subsection 3620 – Siting Requirements to add a new subsection (d) as follows:

d. The number of marijuana retailers that shall be permitted in the Town of Sharon is limited to twenty percent (20%) of the number of licenses issued and/or authorized to be issued within the Town under § 15 of M.G.L. c. 138 for the retail sale of alcoholic beverages not to be drunk on the premises where sold. 2/3

VOTE. A STANDING VOTE. VOTES IN THE AFFIRMATIVE 222. VOTES IN THE NEGATIVE 61.

ARTICLE 24.

VOTED UNANIMOUSLY: That the Town accept the provisions of M.G.L. c. 64N, § 3, to impose a local sales tax upon sale or transfer of marijuana or marijuana products by a marijuana retailer operating within the Town of Sharon to anyone other than a marijuana establishment at a rate of 3%, or the highest amount that may be permitted by law, of the total sales price received by the marijuana retailer as a consideration for the sale of marijuana or marijuana products, said excise to take effect on the first day of the calendar quarter commencing at least thirty days after such vote of this Town Meeting.

VOTED: That the Annual Town Meeting be dissolved at 11:15 P.M.

Attendance: 1,234

SHARON

Town Salaries

2018



Location Description	Name	Salary	Other	Detail Work	Total
Animal Control	Malcolmson, Diane A	\$49,766.34	\$2,098.51		\$51,864.85
Animal Control	Spender, Paul A		\$625.00		\$625.00
Animal Inspector	Little, Edwin S	\$4,159.00			\$4,159.00
Assessors	Abelson, Ellen W	\$2,299.98			\$2,299.98
Assessors	Carney, Anne M	\$2,199.96			\$2,199.96
Assessors	Florio, Jennifer M	\$53,214.01	\$2,582.78		\$55,796.79
Assessors	Gorden, Richard B	\$2,299.98			\$2,299.98
Assessors	Kavanagh, Kathryn L	\$12,648.80	\$1,502.82		\$14,151.62
Assessors	Mazur, Mark J	\$90,984.32	\$2,983.56		\$93,967.88
Assessors	Santos, Kristen E	\$26,858.23	\$1,093.94		\$27,952.17
Call Fire	Hughes, Gordon H	\$1,040.00	\$950.00		\$1,990.00
Conservation	Callan, Linda W	\$14,058.50	\$211.64		\$14,270.14
Conservation	Meister, Gregory E	\$87,801.08	\$3,251.44		\$91,052.52
Council on Aging	Books, Marsha	\$35,048.20	\$1,625.88		\$36,674.08
Council on Aging	Edinger, Susan	\$51,126.19	\$1,739.26		\$52,865.45
Council on Aging	Mcduff, Bruce	\$24,988.76	\$1,371.89		\$26,360.65
Council on Aging	Medeiros, Kathleen M	\$73,363.88	\$1,780.80		\$75,144.68
Council on Aging	Pierce, Michael D	\$27,588.78	\$1,285.63		\$28,874.41
Council on Aging	Sutton, Clinton E	\$5,340.89	\$44.79		\$5,385.68
Council on Aging	Weiner, Nancy E	\$61,329.76	\$4,628.65		\$65,958.41
Council on Aging	Wright, Eileen M	\$17,773.56			\$17,773.56
DPW	Allen, Terrence	\$51,495.88	\$15,528.07		\$67,023.95
DPW	Anderson, Douglas H	\$58,226.40	\$17,294.94		\$75,521.34
DPW	Andrews, James R	\$23,748.08	\$11,271.32		\$35,019.40
DPW	Baldassari, Matthew R	\$70,899.25	\$15,681.06		\$86,580.31
DPW	Bennett, Edwin A	\$54,691.68	\$17,331.36		\$72,023.04
DPW	Bonito, Eric J	\$56,495.36	\$20,894.83		\$77,390.19
DPW	Bucaria, Eric R	\$55,087.20	\$17,200.45		\$72,287.65
DPW	Callan, Brian M	\$49,755.08	\$10,631.35		\$60,386.43
DPW	Ceruti, Steven J	\$69,985.52	\$15,413.63		\$85,399.15
DPW	Connolly, Francis J	\$71,399.11	\$7,315.55		\$78,714.66
DPW	Connors, Paul W	\$18,169.10			\$18,169.10
DPW	Curley, Elizabeth A	\$76,884.00	\$7,661.29		\$84,545.29
DPW	Curley, James M	\$11,798.07	\$35.24		\$11,833.31
DPW	Curley, Jayden W	\$4,297.52			\$4,297.52
DPW	Cushing, Kevin J	\$57,817.12	\$16,874.46		\$74,691.58
DPW	Daggett, Gregory A	\$47,104.64	\$12,873.28		\$59,977.92
DPW	Davis, Kevin M	\$58,129.94	\$1,923.98		\$60,053.92
DPW	Del Priore, Lance E	\$81,873.69	\$13,066.15		\$94,939.84
DPW	Delaney, James B	\$8,461.36			\$8,461.36
DPW	Di Natale, Kathleen A	\$43,172.93	\$1,858.49		\$45,031.42
DPW	Duchaney, Christopher W		\$2,346.42		\$2,346.42
DPW	Flynn, Kevin J	\$55,312.28	\$11,413.06		\$66,725.34
DPW	Hooper, Eric R	\$135,053.75	\$3,986.37		\$139,040.12
DPW	Hughes, Daniel D	\$17,961.00	\$300.50		\$18,261.50
DPW	Iverson, George E	\$47,431.76	\$11,522.05		\$58,953.81
DPW	Jackson, Richard S	\$42,221.24	\$1,627.60		\$43,848.84
DPW	Jacobs, Joseph C	\$1,852.87			\$1,852.87
DPW	Kamp, Gary	\$55,965.96	\$7,403.69		\$63,369.65
DPW	Kent, Joseph X	\$93,723.18	\$7,976.50		\$101,699.68
DPW	Madden, Charles R	\$48,854.08	\$8,218.20		\$57,072.28

Location Description	Name	Salary	Other	Detail Work	Total
DPW	O'cain, Peter M	\$109,487.87	\$3,180.67		\$112,668.54
DPW	Orzelek, Pawel R	\$48,045.84	\$14,029.16		\$62,075.00
DPW	Peck, Glenn H	\$300.00			\$300.00
DPW	Piazza, Anthony R	\$20,409.50	\$420.61		\$20,830.11
DPW	Poch, David M	\$54,918.24	\$17,662.12		\$72,580.36
DPW	Price, Susan J	\$3,999.09			\$3,999.09
DPW	Rhodes, Cynthia E	\$52,939.51	\$4,295.19		\$57,234.70
DPW	Richardson, Jonathan A	\$6,864.32	\$3,566.90		\$10,431.22
DPW	Seggers, Christopher K	\$69,480.52	\$25,845.84		\$95,326.36
DPW	Spender, Paul A	\$10,425.84	\$1,870.64		\$12,296.48
DPW	Spender, Travis A		\$5,336.84		\$5,336.84
DPW	Staruski, Gerald J	\$51,159.74	\$19,983.40		\$71,143.14
DPW	Sullivan, Kevin M	\$53,041.52	\$17,494.05		\$70,535.57
DPW	Sullivan, Michael D	\$51,718.88	\$23,989.11		\$75,707.99
DPW	Teixeira, Michael J	\$86,341.87	\$33,746.80		\$120,088.67
DPW	Walker, Andrew N	\$61,921.21	\$17,539.60		\$79,460.81
DPW	Watterson, Jeffrey A	\$63,782.48	\$28,825.52		\$92,608.00
DPW	Weber, Joseph R	\$3,774.63	\$293.90		\$4,068.53
DPW	Weber, Kevin M	\$87,801.16	\$14,916.35		\$102,717.51
DPW	Wilcox, James W	\$62,888.16	\$7,506.18		\$70,394.34
DPW	Wolf, James C	\$11,487.30	\$7,506.62		\$18,993.92
Finance Committee	Giszczynski, Felicia A	\$2,892.12			\$2,892.12
Fire	Armstrong, Brian	\$65,160.26	\$28,052.96	\$240.00	\$93,453.22
Fire	Cirillo, Christopher	\$57,796.42	\$18,656.59		\$76,453.01
Fire	Cummings, Berton C	\$60,593.80	\$52,237.19		\$112,830.99
Fire	Curalov, Peterson L	\$58,984.66	\$32,684.53		\$91,669.19
Fire	Earley, Timothy P	\$41,513.42	\$34,605.21		\$76,118.63
Fire	Gray, Brian T	\$55,247.46	\$29,618.18		\$84,865.64
Fire	Greenfield, Daniel M	\$67,655.89	\$33,475.11		\$101,131.00
Fire	Guiod, John M	\$61,133.38	\$44,880.01		\$106,013.39
Fire	Herman, Marlene D	\$69,753.13	\$16,168.98		\$85,922.11
Fire	Keach, Jeffrey R	\$65,454.40	\$14,327.88		\$79,782.28
Fire	Kenvin, Thomas C	\$78,466.49	\$14,869.11	\$300.00	\$93,635.60
Fire	Koch, James J	\$58,707.40	\$17,984.42		\$76,691.82
Fire	Lambert, Ted J	\$60,018.81	\$37,269.11	\$360.00	\$97,647.92
Fire	Laracy, Matthew	\$64,491.55	\$36,545.49	\$240.00	\$101,277.04
Fire	Madden, Michael A	\$83,935.47	\$38,203.01		\$122,138.48
Fire	Martin, David A	\$65,600.88	\$61,426.11	\$240.00	\$127,266.99
Fire	McGovern, Patrick J	\$62,186.93	\$21,868.00		\$84,054.93
Fire	McGuire, Sean J	\$65,330.49	\$51,152.54		\$116,483.03
Fire	McClean, John P	\$72,733.76	\$50,139.46		\$122,873.22
Fire	Morrissey, William M	\$58,725.60	\$53,211.62		\$111,937.22
Fire	Murphy, Richard G	\$101,549.26	\$30,068.41		\$131,617.67
Fire	O'rourke, Theodore H		\$16,230.33		\$16,230.33
Fire	Ricker, Jeffrey M	\$76,736.10	\$48,534.18	\$300.00	\$125,570.28
Fire	Rychlik, Michael F	\$57,327.49	\$48,925.77		\$106,253.26
Fire	Sargent, Patrick	\$62,838.94	\$20,479.07		\$83,318.01
Fire	Simpson, Kurt W	\$73,527.19	\$61,998.89	\$1,560.00	\$137,086.08
Fire	Solden, Andrew J	\$66,877.19	\$53,582.03		\$120,459.22
Fire	Sorafine, Derek	\$58,207.48	\$31,606.42		\$89,813.90
Fire	Troy, Kelly A	\$52,510.41	\$2,193.85		\$54,704.26
Fire	Wright, James W	\$149,080.00	\$10,733.42		\$159,813.42

Location Description	Name	Salary	Other	Detail Work	Total
Health	Alper, Elyse N	\$225.00			\$225.00
Health	Anderson, Beverly	\$82,252.26	\$1,439.31		\$83,691.57
Health	Auerbach, Andrea	\$150.00			\$150.00
Health	Beadle, Linda	\$3,541.69			\$3,541.69
Health	Callan, Linda W	\$26,777.48	\$1,153.45		\$27,930.93
Health	Cook, Judith S	\$3,915.00			\$3,915.00
Health	Gilmore, Jane L	\$735.00			\$735.00
Health	Miller, Sheila A	\$65,355.28	\$2,210.27		\$67,565.55
Health	O'dwyer, Mary	\$225.00			\$225.00
Health	Sawelsky, Christina	\$105.00			\$105.00
Library	Amend, Lee Ann B	\$87,077.96	\$971.72		\$88,049.68
Library	Biggie, Sharon L	\$8,040.60	\$2,459.35		\$10,499.95
Library	Branschofsky, Margret G	\$7,181.17			\$7,181.17
Library	Chen, Yu Hong	\$1,359.54			\$1,359.54
Library	Cohen, Susan	\$9,366.72			\$9,366.72
Library	Cordell, Evelyn D	\$424.08			\$424.08
Library	Deckert, Sheryl A	\$931.04			\$931.04
Library	Derderian, Kaitlin A	\$11,748.75			\$11,748.75
Library	Falter, Kurt	\$11,491.35	\$145.67		\$11,637.02
Library	Henderson, Jessica N	\$44,070.72	\$500.80		\$44,571.52
Library	Jones, Christopher M	\$43,329.38	\$1,207.80		\$44,537.18
Library	Mafera, Karen	\$55,427.01	\$1,615.03		\$57,042.04
Library	Mason, Catherine T	\$550.16			\$550.16
Library	Minsk, Hannele K	\$864.45			\$864.45
Library	Papineau, Josephine A	\$33,202.27	\$1,003.17		\$34,205.44
Library	Pedersen, Megan C	\$27,709.93	\$1,143.47		\$28,853.40
Library	Quinn-Perciavalle, Jennifer	\$47,928.39	\$380.41		\$48,308.80
Library	Rishel, Hannah M	\$44,323.55	\$1,081.68		\$45,405.23
Library	Rotman, Leslee K	\$8,731.37			\$8,731.37
Library	Ruvich, Catherine E	\$34,806.43	\$1,007.28		\$35,813.71
Library	Silverstein, Ashley M	\$22,434.72	\$1,536.23		\$23,970.95
Library	Smiley, Jonah E	\$56,577.81	\$742.48		\$57,320.29
Library	Souza, Kristin J	\$49,793.76	\$3,395.68		\$53,189.44
Library	Umbreit, Hilary D	\$40,516.87	\$587.62		\$41,104.49
Library	Wolfe, Mikaela	\$60,895.42	\$836.58		\$61,732.00
Library	Worthley, Mildred	\$953.70			\$953.70
Personnel Board	Kaufmann, Irena	\$2,348.95	\$73.20		\$2,422.15
Personnel Board	Schustek, Gail C	\$898.63			\$898.63
Personnel Board	Weiss, Rebecca	\$2,194.50			\$2,194.50
Police	Allman, Daniel J	\$67,971.13	\$29,768.40	\$6,904.18	\$104,643.71
Police	Avelar, John A	\$7,804.59	\$4,363.82		\$12,168.41
Police	Balestra, Michael J	\$55,122.50	\$26,983.58	\$17,199.67	\$99,305.75
Police	Bishop, Kevin C	\$78,111.53	\$37,477.02	\$16,257.35	\$131,845.90
Police	Brewer, Donald B	\$113,772.19	\$26,692.81		\$140,465.00
Police	Canavan, Laura J	\$49,439.05	\$16,995.65		\$66,434.70
Police	Coffey, Stephen M	\$84,793.68	\$42,471.35	\$17,648.05	\$144,913.08
Police	Deberadinis, Joseph P	\$61,057.20	\$9,130.61		\$70,187.81
Police	Demeris, George K	\$58,567.40	\$27,657.59	\$10,475.22	\$96,700.21
Police	Demeris, Kristopher	\$5,098.32	\$2,414.50	\$9,613.48	\$17,126.30
Police	Dempsey, Deborah A	\$54,654.40	\$15,563.59		\$70,217.99

Location Description	Name	Salary	Other	Detail Work	Total
Police	Derry, Richard W	\$54,353.65	\$23,424.97	\$24,503.62	\$102,282.24
Police	Diclemente, Charlotte B	\$198.90			\$198.90
Police	Dumais, Christopher P	\$18,553.50	\$2,803.28	\$421.68	\$21,778.46
Police	Fitzhenry, Bradley S	\$78,534.63	\$53,621.50	\$27,838.84	\$159,994.97
Police	Ford, John E	\$145,113.98	\$29,207.99		\$174,321.97
Police	Ganz, Karen	\$50,424.94	\$7,155.78		\$57,580.72
Police	Greenfield, Allan W	\$66,987.67	\$19,476.70	\$43,017.17	\$129,481.54
Police	Gurevich, Lawrence J	\$12,771.20	\$3,448.48		\$16,219.68
Police	Hertzberg, Paul A	\$67,634.92	\$24,446.20	\$37,291.21	\$129,372.33
Police	Hixson, Irene	\$9,046.96	\$165.07		\$9,212.03
Police	Hocking, Michael J	\$66,591.45	\$20,092.27	\$4,872.58	\$91,556.30
Police	Kahaly, Sheila P	\$8,955.58	\$256.49		\$9,212.07
Police	Kaufman, Tilden M	\$49,275.00	\$43,228.86		\$92,503.86
Police	Koblick, Kalman D	\$46,268.05	\$16,427.51	\$11,751.77	\$74,447.33
Police	Kraus, Steven D	\$54,131.94	\$38,172.39	\$4,320.37	\$96,624.70
Police	Kuplast, Sophie N	\$17,319.62	\$13,263.28		\$30,582.90
Police	Leavitt, Adam S	\$62,223.11	\$33,502.12	\$5,525.01	\$101,250.24
Police	Leavitt, Jennifer L	\$60,278.36	\$9,842.11		\$70,120.47
Police	Leonard, Leo Scott	\$71,622.55	\$42,251.71	\$25,938.21	\$139,812.47
Police	Lucie, Anthony J	\$68,025.95	\$21,729.08		\$89,755.03
Police	Macdonald, Matthew L			\$2,409.24	\$2,409.24
Police	Malcolmson, Tricia L	\$88.40			\$88.40
Police	Mannetta, Brian J	\$64,532.48	\$40,518.18	\$31,430.58	\$136,481.24
Police	Mcenany, Philip			\$39,284.75	\$39,284.75
Police	Mcgrath, Neil			\$12,105.44	\$12,105.44
Police	Mcgrath, Ryan P	\$8,702.38	\$6,111.84	\$1,749.17	\$16,563.39
Police	Mcisaac, Erin L	\$48,362.44	\$21,339.20	\$17,304.84	\$87,006.48
Police	Mcneill, Kyle J	\$50,047.36	\$20,525.08	\$10,799.39	\$81,371.83
Police	Moser, Nancy	\$386.75			\$386.75
Police	Mullen, Bridget V	\$1,502.70	\$3,303.83		\$4,806.53
Police	Patino, Augusto	\$54,087.52	\$30,203.43	\$20,954.04	\$105,244.99
Police	Patino, Margaret M	\$20,509.68	\$4,568.55		\$25,078.23
Police	Penders, Jeffrey D	\$87,621.49	\$54,814.33	\$29,135.84	\$171,571.66
Police	Quigley, John P			\$799.42	\$799.42
Police	Raynor, Mario V	\$1,143.91			\$1,143.91
Police	Reichert, Harriet C	\$74,353.25	\$17,685.21		\$92,038.46
Police	Rovaldi, Matthew B	\$56,189.91	\$31,049.81	\$5,497.59	\$92,737.31
Police	Santoli, Dean F	\$60,274.47	\$31,317.52	\$6,676.90	\$98,268.89
Police	Serwo, Gregory A	\$44,916.02	\$27,978.51	\$19,774.01	\$92,668.54
Police	Shulsk, Jenna L	\$38,363.73	\$17,069.38	\$13,635.06	\$69,068.17
Police	Simon, Maximilian	\$8,796.56	\$14,960.24	\$23,629.06	\$47,385.86
Police	Simpson, Gale A			\$21,594.24	\$21,594.24
Police	Stella, Leah A	\$2,586.31			\$2,586.31
Police	Sullivan, Andrea	\$17,494.23	\$2,926.32		\$20,420.55
Police	Troy, Kelly A		\$961.43	\$200.84	\$1,162.27
Police	Tsinman, Valeriy I	\$8,569.41	\$211.45		\$8,780.86
Police	Vachon, Julianne L	\$8,399.20	\$23.78		\$8,422.98
Police	Williams, Donald D	\$106,256.17	\$42,618.18	\$25,270.72	\$174,145.07
Recreation	Adkins, Kyle M	\$2,924.66			\$2,924.66
Recreation	Anchan, Michael G	\$3,024.00			\$3,024.00
Recreation	Archer, Jacob S	\$2,622.02			\$2,622.02

Location Description	Name	Salary	Other	Detail Work	Total
Recreation	Berger, Linda G	\$82,141.12	\$1,936.77		\$84,077.89
Recreation	Bielawa, Edward W	\$2,288.50			\$2,288.50
Recreation	Bolt, Alexander J	\$429.00			\$429.00
Recreation	Brandes, Rachel C	\$1,659.41			\$1,659.41
Recreation	Callan, Matthew E	\$1,620.69			\$1,620.69
Recreation	Chase, Lydia M	\$2,903.14	\$117.19		\$3,020.33
Recreation	Chen, Alissa	\$3,888.00			\$3,888.00
Recreation	Connolly, Meaghan S	\$2,961.75	\$107.25		\$3,069.00
Recreation	Cook, Jesse A	\$1,886.50			\$1,886.50
Recreation	Corban, Michael Y	\$1,309.00			\$1,309.00
Recreation	Cyr, Joseph D	\$2,820.22			\$2,820.22
Recreation	Director, Mitchell H	\$341.00	\$44.00		\$385.00
Recreation	Dunlea, Emma N	\$1,765.64			\$1,765.64
Recreation	Eberhardt, Emma P	\$1,292.50			\$1,292.50
Recreation	Eberhardt, John H	\$3,298.75			\$3,298.75
Recreation	Edson, Samuel L	\$2,859.40			\$2,859.40
Recreation	Fields, Hannah P	\$1,960.75			\$1,960.75
Recreation	Fulcher, Ronan J	\$2,491.50			\$2,491.50
Recreation	Glassman, Jeremy P	\$1,699.50			\$1,699.50
Recreation	Gorden, Richard B	\$1,000.00			\$1,000.00
Recreation	Griffin, Mary G	\$7,609.50	\$705.39		\$8,314.89
Recreation	Habbe, Noah M	\$2,568.78			\$2,568.78
Recreation	Hanna, Payton S	\$1,779.25			\$1,779.25
Recreation	Hershman, Samuel B	\$2,546.89			\$2,546.89
Recreation	Izzo, Paul A	\$8,115.48			\$8,115.48
Recreation	Jaeger, Emma E	\$1,328.13			\$1,328.13
Recreation	Lewitus, Jonathan	\$60,863.73	\$2,973.24		\$63,836.97
Recreation	Mahoney, Sarah J	\$1,006.26			\$1,006.26
Recreation	Mcclain, Isabel H	\$2,150.53			\$2,150.53
Recreation	Mcgrath, Shane R	\$5,817.00	\$414.75		\$6,231.75
Recreation	Morrissey, Hannah M	\$2,454.39			\$2,454.39
Recreation	O'driscoll, Conlen D	\$1,224.00			\$1,224.00
Recreation	Oknin, Danielle P	\$1,887.52			\$1,887.52
Recreation	Oneill, Jennifer L	\$2,587.00			\$2,587.00
Recreation	O'shea, Michael R	\$1,086.00			\$1,086.00
Recreation	Palm, Maura J	\$52,939.50	\$5,256.28		\$58,195.78
Recreation	Petza, Michael V	\$2,226.00	\$63.00		\$2,289.00
Recreation	Pirrello, Tyler J	\$5,300.25	\$596.63		\$5,896.88
Recreation	Prager, Diane C	\$1,268.13			\$1,268.13
Recreation	Robinson, Rene E	\$1,812.52			\$1,812.52
Recreation	Rosenfeld, Anna T	\$5,456.02	\$23.25		\$5,479.27
Recreation	Ruskin, Jeremy	\$341.00	\$88.00		\$429.00
Recreation	Ruzzo, Victoria A	\$4,563.00			\$4,563.00
Recreation	Shapiro, Jordan A	\$2,554.50			\$2,554.50
Recreation	Shostek, Myah D	\$2,328.00			\$2,328.00
Recreation	Somers, Delaney R	\$1,804.00			\$1,804.00
Recreation	Spencer, Samuel B	\$385.00			\$385.00
Recreation	Starr, Bayle R	\$2,012.52			\$2,012.52
Recreation	Strong, Aaron J	\$385.00			\$385.00
Recreation	Wasserman, Maya Z	\$1,826.00			\$1,826.00
Recreation	Xu, Benjamin	\$3,743.13			\$3,743.13
Recreation	Yang, Jason	\$1,224.75			\$1,224.75

Location Description	Name	Salary	Other	Detail Work	Total
Recreation	Yuan, Mariel L	\$2,219.25			\$2,219.25
Recreation	Zeleny, Danielle M	\$2,529.00			\$2,529.00
Recreation	Zunenshine, Jared Z	\$405.63			\$405.63
Sealer Of Weights & Measures	Coyne, Mark P	\$4,410.00			\$4,410.00
Selectmen	Austrino, Jennifer M	\$37,428.48	\$2,254.45		\$39,682.93
Selectmen	Barnes, Lauren J	\$89,090.79	\$2,391.81		\$91,482.60
Selectmen	Heitin, William A	\$450.00			\$450.00
Selectmen	Imbaro, Melissa M	\$12,109.56	\$514.65		\$12,624.21
Selectmen	Roach, Walter B	\$400.00			\$400.00
Selectmen	Smith-Lee, Emily E	\$200.00			\$200.00
Selectmen	Turkington, Frederic E	\$185,703.94	\$11,163.43		\$196,867.37
Town Accountant	Gupta, Krishan M	\$55,008.09	\$923.33		\$55,931.42
Town Accountant	Macdougall, Patricia A	\$68,945.06	\$2,700.59		\$71,645.65
Town Accountant	Miller, Dawn K	\$57,346.29	\$2,149.75		\$59,496.04
Town Accountant	Walker, Patricia A	\$43,683.04	\$2,150.58		\$45,833.62
Town Clerk	Baker, Marion E	\$816.00			\$816.00
Town Clerk	Chused, Marlene B	\$89,295.12	\$824.47		\$90,119.59
Town Clerk	Kahalas, Rachelle	\$49,387.96	\$4,122.45		\$53,510.41
Town Clerk	Kourafas, Beth A	\$59,313.46	\$3,267.82		\$62,581.28
Town Hall	Levitte, Rachelle	\$8,276.58	\$6,989.38		\$15,265.96
Town Hall	Ripley, Richard W	\$1,484.24	\$1,845.50		\$3,329.74
Town Hall	Sawelsky, Christina M	\$110.03	\$2,326.56		\$2,436.59
Town Hall	Spender, Paul A	\$2,641.31	\$5,611.13		\$8,252.44
Town Hall	Staruski, Michael K	\$789.87			\$789.87
Treasurer/Collector	Berry, Frances A	\$46,927.48	\$2,237.59		\$49,165.07
Treasurer/Collector	Clark, Lisa C	\$73,572.49	\$6,126.92		\$79,699.41
Treasurer/Collector	Curry, Bobbie Lee	\$47,668.55	\$10,701.72		\$58,370.27
Treasurer/Collector	Gupta, Krishan M	\$53,662.50	\$51.84		\$53,714.34
Treasurer/Collector	Healey, Melissa A	\$25,192.14	\$1,062.91		\$26,255.05
Treasurer/Collector	Hillegass, Donald P	\$105,744.19	\$2,943.51		\$108,687.70
Treasurer/Collector	Lambert, Diana B	\$59,871.51	\$2,359.14		\$62,230.65
Treasurer/Collector	Messer, Jessica L	\$49,246.37	\$2,089.89		\$51,336.26
Treasurer/Collector	Rose, Jeff G	\$60,210.19	\$6,446.55		\$66,656.74
Treasurer/Collector	Thai, Anthony	\$3,465.63	\$171.14		\$3,636.77
Veterans	Bergeron, Paul R	\$20,159.37			\$20,159.37
Water	Ackerman, Antonetta M	\$52,585.90	\$2,765.33		\$55,351.23
Water	Duchaney, Christopher W	\$56,146.48	\$17,394.10		\$73,540.58
Water	Fisher, Robert E	\$69,372.40	\$29,269.41		\$98,641.81
Water	Forsman, April D	\$87,210.75	\$1,690.36		\$88,901.11
Water	Richardson, Jonathan A	\$43,241.84	\$14,839.61		\$58,081.45
Water	Spender, Travis A	\$56,125.72	\$23,040.15		\$79,165.87
Water	Staruski, Michael K	\$59,855.60	\$37,474.30		\$97,329.90
Water	Sullivan, Michael D	\$6,633.04			\$6,633.04
Water	Terpstra, Robert L	\$69,964.87	\$30,654.43		\$100,619.30
Water	Walker, Wayne D	\$35,899.09	\$10,661.46		\$46,560.55

SHARON

School Salaries

2018



Location Description	Name	Salary	Other	Total
Community Education	Albrecht, Ashley A	\$5,528.46	\$502.80	\$6,031.26
Community Education	Albrecht, Tina M		\$2,058.50	\$2,058.50
Community Education	Alisandratos, Natasha A	\$9,568.23	\$990.96	\$10,559.19
Community Education	Allahyarian, Kaylyn S	\$4,385.55	\$1,165.95	\$5,551.50
Community Education	Alves, Samantha R	\$1,678.60	\$4,894.80	\$6,573.40
Community Education	Andersen, Meghan K	\$141.08	\$1,081.59	\$1,222.67
Community Education	Aoun, Iman	\$3,698.16	\$562.50	\$4,260.66
Community Education	Auerbach, Emily H	\$2,998.95	\$319.03	\$3,317.98
Community Education	Auld, Maryanne		\$21,609.57	\$21,609.57
Community Education	Bailey, Mallory	\$15,961.54	\$1,332.03	\$17,293.57
Community Education	Barnett, Alex	\$1,923.00		\$1,923.00
Community Education	Bauman, Bailey	\$0.00		\$0.00
Community Education	Bazile, Anthony J	\$5,005.48	\$163.35	\$5,168.83
Community Education	Beatty, Shannon G		\$1,090.15	\$1,090.15
Community Education	Berish, Arielle	\$3,611.40		\$3,611.40
Community Education	Bernstein, Jane A	\$962.52		\$962.52
Community Education	Blatte, Scott	\$891.00	\$30.00	\$921.00
Community Education	Bondar, Frederick M	\$345.00		\$345.00
Community Education	Briggs, Stevi A		\$1,090.81	\$1,090.81
Community Education	Brody, Rachel	\$2,184.83	\$397.06	\$2,581.89
Community Education	Brown, Mackenzie B	\$2,775.02	\$1,792.46	\$4,567.48
Community Education	Brown, Stuart	\$201.84		\$201.84
Community Education	Bruha, Stacey L		\$4,428.43	\$4,428.43
Community Education	Burr, Kara		\$7,499.99	\$7,499.99
Community Education	Capar, Emily M	\$7,011.29	\$77.34	\$7,088.63
Community Education	Castonguay, Paula A	\$116.10	\$6,292.45	\$6,408.55
Community Education	Cittadino, Nicholas		\$4,500.39	\$4,500.39
Community Education	Cohen, Lauren	\$1,044.90	\$947.70	\$1,992.60
Community Education	Colman, Benjamin W	\$747.19		\$747.19
Community Education	Cosgrove, Jill A	\$16,250.41	\$3,605.75	\$19,856.16
Community Education	Coyne, Barbara J	\$59,767.25	\$2,211.28	\$61,978.53
Community Education	Croke, Caitlyn B	\$331.04	\$3,196.63	\$3,527.67
Community Education	Cuneo, James F	\$3,781.58	\$133.65	\$3,915.23
Community Education	D'avila, Denise M	\$15,896.03	\$878.61	\$16,774.64
Community Education	Davis, Holly A	\$72.00	\$72.00	\$144.00
Community Education	Denneno, Steven F		\$21,285.67	\$21,285.67
Community Education	Derochea, Trevor J	\$5,343.05		\$5,343.05
Community Education	Desrochers, Nancy		\$4,401.19	\$4,401.19
Community Education	Dou, Anni	\$1,800.00		\$1,800.00
Community Education	Dowd, Margaret E	\$4,400.01		\$4,400.01
Community Education	Drougen-Keith, Betsy		\$5,270.50	\$5,270.50
Community Education	Dumais, Madeline A		\$1,477.44	\$1,477.44
Community Education	Dussault, Meagan A	\$94,137.32	\$2,693.22	\$96,830.54
Community Education	Dussi, Jessica C	\$3,838.00		\$3,838.00
Community Education	Einis, Sophia F	\$1,992.00		\$1,992.00
Community Education	England, Maureen T	\$15,464.38	\$632.22	\$16,096.60
Community Education	Englander, Max	\$468.00	\$36.00	\$504.00
Community Education	Flynn, Catherine R	\$4,211.77	\$2,094.86	\$6,306.63
Community Education	Foran, Daniel		\$163.41	\$163.41
Community Education	Ford, Emily N	\$4,134.68	\$3,441.93	\$7,576.61
Community Education	Ford, Gillian S	\$10,911.56	\$109.13	\$11,020.69
Community Education	Fox, Ethan		\$1,687.96	\$1,687.96

Location Description	Name	Salary	Other	Total
Community Education	Frers, William	\$3,784.50	\$95.28	\$3,879.78
Community Education	Fuller, Rachel R		\$1,397.52	\$1,397.52
Community Education	Galford, Judy L	\$1,136.33	\$9,729.77	\$10,866.10
Community Education	Goodman, Casey L	\$349.95	\$3,566.29	\$3,916.24
Community Education	Goodman, Olivia R	\$1,257.00		\$1,257.00
Community Education	Gorman, Phyllis	\$139.94	\$4,851.93	\$4,991.87
Community Education	Grafton, Noah L	\$3,444.10	\$277.90	\$3,722.00
Community Education	Greenberg, Jonathan M	\$2,595.00		\$2,595.00
Community Education	Greenberg, Samantha E	\$3,962.08		\$3,962.08
Community Education	Grossmann, Lisa	\$11,229.43	\$1,344.95	\$12,574.38
Community Education	Haddigan, Jaclyn E		\$0.00	\$0.00
Community Education	Hallahan, Brett T	\$163.41	\$1,931.59	\$2,095.00
Community Education	Hamilton, Alison V	\$2,794.89		\$2,794.89
Community Education	Hamilton, Benjamin L	\$2,794.89		\$2,794.89
Community Education	Hannah, Alison N	\$4,618.23		\$4,618.23
Community Education	Haskins, Kimberly		\$553.08	\$553.08
Community Education	Hasson, Noreen F		\$11,695.98	\$11,695.98
Community Education	Healey, Anne	\$1,171.05		\$1,171.05
Community Education	Healey, Cornelius J	\$5,540.75	\$6,580.36	\$12,121.11
Community Education	Heitin, Julia R	\$36.00	\$72.00	\$108.00
Community Education	Hirsch, Marjorie M		\$6,425.95	\$6,425.95
Community Education	Hirschorn, Sarah	\$561.00	\$423.00	\$984.00
Community Education	Hirschorn, Tracey L	\$1,415.47	\$1,501.49	\$2,916.96
Community Education	Holzinger, Donna	\$3,095.60		\$3,095.60
Community Education	Hong, Elizabeth J	\$2,154.00		\$2,154.00
Community Education	Hughes, Rebecca C	\$885.00		\$885.00
Community Education	Joven, Alexandra	\$2,664.51		\$2,664.51
Community Education	Kasparian, Christine M	\$3,234.88	\$1,617.44	\$4,852.32
Community Education	Kaye, Kari		\$493.88	\$493.88
Community Education	Kendall, Erica		\$4,752.17	\$4,752.17
Community Education	Kuhn, Emily E	\$4,165.00	\$1,237.52	\$5,402.52
Community Education	Lacivita, Danielle	\$16,287.21	\$793.13	\$17,080.34
Community Education	Leavitt, Grace I	\$3,994.79		\$3,994.79
Community Education	Lee, Victoria O	\$570.00		\$570.00
Community Education	Levison, Elaine N	\$6,480.56	\$212.19	\$6,692.75
Community Education	Lieteau, Hallene M	\$2,808.40		\$2,808.40
Community Education	Limon, Christina I	\$4,602.63	\$130.80	\$4,733.43
Community Education	Lomba, Monica K	\$2,520.00		\$2,520.00
Community Education	Maddalena, Bridget E	\$28,750.71	\$1,068.76	\$29,819.47
Community Education	Magee, Anna L		\$300.00	\$300.00
Community Education	Magier, Helayne S		\$16,743.07	\$16,743.07
Community Education	Mariano, Julianne H	\$149.85		\$149.85
Community Education	Mccabe, Erin F	\$57,521.04	\$587.76	\$58,108.80
Community Education	Mihajlovits, Lili	\$1,703.10	\$115.32	\$1,818.42
Community Education	Milbier, Brenna	\$7,830.07	-\$80.70	\$7,749.37
Community Education	Miller, Faye L	\$82.00		\$82.00
Community Education	Miller-Trabold, Gabriel M	\$1,992.00		\$1,992.00
Community Education	Moore, Angela K	\$7,614.24	\$19.65	\$7,633.89
Community Education	Nadeau, Daniel R	\$3,895.44	\$142.62	\$4,038.06
Community Education	Narcotta, Alexander J	\$14,267.67	\$94.06	\$14,361.73
Community Education	Nathan, Carleen M		\$1,132.19	\$1,132.19
Community Education	Nathan, Maryalice		\$6,151.88	\$6,151.88

Location Description	Name	Salary	Other	Total
Community Education	Nikolaou, Stephanie	\$4,400.01		\$4,400.01
Community Education	Norton, Sara E	\$54,460.25		\$54,460.25
Community Education	Pearlstein, Leonard A	\$384.37	\$80.92	\$465.29
Community Education	Perry, Emily A	\$3,530.24	\$3,473.36	\$7,003.60
Community Education	Philbin, Nicolas G	\$2,472.00		\$2,472.00
Community Education	Pieper, Jenna		\$1,094.98	\$1,094.98
Community Education	Pimentel, Justin D		\$7,710.81	\$7,710.81
Community Education	Quintero, Daniel M	\$7,603.25	\$3,701.36	\$11,304.61
Community Education	Randall, Timothy D	\$1,557.60		\$1,557.60
Community Education	Raynus, Sabrina M	\$1,032.00		\$1,032.00
Community Education	Reardon, Elizabeth M	\$4,329.59		\$4,329.59
Community Education	Reingold, Benjamin H	\$2,478.24	\$1,723.94	\$4,202.18
Community Education	Reingold, Zachary B	\$3,664.76	\$475.86	\$4,140.62
Community Education	Rich, Susan J	\$2,743.00	\$63.30	\$2,806.30
Community Education	Ripley, Richard W		\$932.86	\$932.86
Community Education	Ripley, Sergio H	\$909.72		\$909.72
Community Education	Rivard, Noah D	\$2,016.00		\$2,016.00
Community Education	Robbie, Mary-Threse	\$7,183.28		\$7,183.28
Community Education	Sacco, Denise T		\$5,221.89	\$5,221.89
Community Education	Salwen, Kristin L	\$2,873.90	\$1,010.56	\$3,884.46
Community Education	Santangelo, Daniel J	\$10,942.88	\$1,103.20	\$12,046.08
Community Education	Scott, Glen	\$296.88		\$296.88
Community Education	Sellers, Sarah L		\$7,264.56	\$7,264.56
Community Education	Sexton, Joseph G	\$2,953.32	\$2,297.72	\$5,251.04
Community Education	Shulman, Victoria A	\$1,835.72		\$1,835.72
Community Education	Silbert, Andrea P	\$9,350.23	\$19.65	\$9,369.88
Community Education	Silk, Wendy	\$7,002.52	\$131.33	\$7,133.85
Community Education	Skolnik, Kara M	\$9,615.58		\$9,615.58
Community Education	Smith, Sofie	\$684.00	\$180.00	\$864.00
Community Education	Springer, Alice E	\$12,582.73	\$855.18	\$13,437.91
Community Education	Srinivasa, Shaila	\$296.88		\$296.88
Community Education	Srivastava, Tripti	\$3,541.30	\$135.16	\$3,676.46
Community Education	Staula, Roberta	\$3,720.64	\$9,929.31	\$13,649.95
Community Education	Sullivan, Carly A	\$1,939.68	\$74.16	\$2,013.84
Community Education	Sullivan, Julia H		\$5,100.00	\$5,100.00
Community Education	Sullivan, Samantha N	\$51.73		\$51.73
Community Education	Tarquino, Nicholas	\$1,091.75	\$131.01	\$1,222.76
Community Education	Van Dam, Caryn B		\$6,685.71	\$6,685.71
Community Education	Veth, Jade S	\$910.89	\$74.16	\$985.05
Community Education	Vieira, Samantha P	\$13,836.68	\$1,117.50	\$14,954.18
Community Education	Vigorito, Timothy L		\$4,701.73	\$4,701.73
Community Education	Violanto, Judith E	\$10,965.44	\$50.16	\$11,015.60
Community Education	Waite, Aaron L		\$4,618.23	\$4,618.23
Community Education	Wallen, Joyce		\$3,525.06	\$3,525.06
Community Education	Walsh, Kathleen E	\$489.21		\$489.21
Community Education	Walsh, Kimberly M		\$8,549.70	\$8,549.70
Community Education	Warriner, Jon D	\$5,498.16	\$7,834.21	\$13,332.37
Community Education	Widberg, Sarah A		\$5,576.84	\$5,576.84
Community Education	Wolff, Joshua	\$510.48		\$510.48
Community Education	Wood, Shelby	\$94.05	\$1,184.19	\$1,278.24
Community Education	Wright, Gail M	\$144.62	\$5,604.98	\$5,749.60
Community Education	Wright, William R	\$8,188.49	\$1,057.46	\$9,245.95

Location Description	Name	Salary	Other	Total
Community Education	Yuan, Mariel	\$540.00		\$540.00
Community Education	Zhang, Sabrina W	\$541.14	\$37.08	\$578.22
Cottage Street School	Ackerman, Katelyn A	\$65,615.30	\$2,070.00	\$67,685.30
Cottage Street School	Ahern, Joseph W	\$86,721.20	\$1,311.50	\$88,032.70
Cottage Street School	Allard, Noelle D	\$62,087.70	\$350.00	\$62,437.70
Cottage Street School	Alves, Lisa M	\$455.00		\$455.00
Cottage Street School	Arenz, Rebecca K	\$12,502.95		\$12,502.95
Cottage Street School	Barzegar, Nazy	\$7,050.82	\$105.03	\$7,155.85
Cottage Street School	Beaudoin, Leah K	\$55,760.98	\$990.00	\$56,750.98
Cottage Street School	Biddle, Jennifer C	\$67,354.71	\$741.50	\$68,096.21
Cottage Street School	Billings, Pamela J	\$42,866.42	\$1,130.00	\$43,996.42
Cottage Street School	Bodian, Ann H	\$58,524.15	\$590.00	\$59,114.15
Cottage Street School	Bolgen, Patricia A	\$1,858.60		\$1,858.60
Cottage Street School	Boyaj, Jennifer L	\$21,046.92	\$50.00	\$21,096.92
Cottage Street School	Briggs, Stevi A	\$5,420.10		\$5,420.10
Cottage Street School	Brown, Harold W	\$31,652.80	\$10,682.73	\$42,335.53
Cottage Street School	Brown, Mackenzie B	\$19,010.07		\$19,010.07
Cottage Street School	Callan, John M	\$57,737.20	\$9,330.42	\$67,067.62
Cottage Street School	Castonguay, Mark T	\$10,905.00		\$10,905.00
Cottage Street School	Closson, Roseann	\$13,202.01	\$2,419.20	\$15,621.21
Cottage Street School	Coombs, Amy R	\$6,028.14		\$6,028.14
Cottage Street School	Creighton, Kristin P	\$5,570.46	\$350.00	\$5,920.46
Cottage Street School	Cunningham, Heather E	\$56,387.52	\$2,003.82	\$58,391.34
Cottage Street School	Curran, Stephanie	\$13,869.04	\$350.00	\$14,219.04
Cottage Street School	Denneno, Steven F	\$84,193.30	\$1,981.09	\$86,174.39
Cottage Street School	Desrochers, Nancy	\$25,234.38	\$658.34	\$25,892.72
Cottage Street School	Dumais, Madeline A	\$7,732.17		\$7,732.17
Cottage Street School	Enright-Pirrello, Patricia E	\$66,189.21	\$350.00	\$66,539.21
Cottage Street School	Feroli, Deanna M	\$16,959.68	\$350.00	\$17,309.68
Cottage Street School	Fortier, Wendy E	\$10,360.04	\$1,433.24	\$11,793.28
Cottage Street School	Fowler, Linda E	\$92,001.56	\$2,112.25	\$94,113.81
Cottage Street School	Freedlund, Mary C	\$23,186.87		\$23,186.87
Cottage Street School	Frers, Laura G	\$53,748.69	\$3,025.78	\$56,774.47
Cottage Street School	Fuller, Susan E	\$39,084.47		\$39,084.47
Cottage Street School	Gaydar, Elsie	\$58,573.20	\$4,980.00	\$63,553.20
Cottage Street School	Gilman, Lisa K	\$86,721.20	\$2,182.50	\$88,903.70
Cottage Street School	Goldberg, Ellen M	\$92,001.56	\$927.00	\$92,928.56
Cottage Street School	Green, Sara L	\$9,528.39	\$300.75	\$9,829.14
Cottage Street School	Gregory, Heather M	\$85,228.60	\$927.00	\$86,155.60
Cottage Street School	Hefner, Gina M	\$60,926.47	\$350.00	\$61,276.47
Cottage Street School	Hichens, Catherine A	\$24,455.07	\$400.00	\$24,855.07
Cottage Street School	Hurwitz, Gloriann C	\$89,321.94	\$927.00	\$90,248.94
Cottage Street School	Izydorczak, Andrea M	\$59,211.39	\$350.00	\$59,561.39
Cottage Street School	Jensen, Kraig M	\$28,902.35	\$600.00	\$29,502.35
Cottage Street School	Kauffman, Jean M	\$84,193.30	\$927.00	\$85,120.30
Cottage Street School	Keimach, Dierdre L	\$55,309.11	\$950.00	\$56,259.11
Cottage Street School	Kelley, John J	\$50,637.20	\$3,560.14	\$54,197.34
Cottage Street School	Kinney, Diana S	\$92,001.56	\$1,551.50	\$93,553.06
Cottage Street School	Krasofski, Elizabeth A	\$84,193.30	\$750.00	\$84,943.30
Cottage Street School	Kuppersmith, Diane	\$89,321.94	\$2,065.34	\$91,387.28
Cottage Street School	Lambrecht, Patrick J	\$3,273.60	\$116.00	\$3,389.60
Cottage Street School	Langlois, Darlene M	\$13,151.04	\$947.60	\$14,098.64

Location Description	Name	Salary	Other	Total
Cottage Street School	Leblanc, Sophilia M	\$9,116.48	\$210.00	\$9,326.48
Cottage Street School	Li, Mei	\$2,773.89	\$250.00	\$3,023.89
Cottage Street School	Liberfarb, Jane C	\$84,193.30	\$987.00	\$85,180.30
Cottage Street School	Louro, Antonio M	\$20,354.04	\$4,089.62	\$24,443.66
Cottage Street School	Lyons, Nicole D	\$60,572.71	\$350.00	\$60,922.71
Cottage Street School	Madden, Kevin	\$115,951.40	\$961.50	\$116,912.90
Cottage Street School	Magnan, Maureen L	\$6,977.08	\$350.00	\$7,327.08
Cottage Street School	Marangos, Stella	\$84,193.30	\$1,910.00	\$86,103.30
Cottage Street School	Matton, Amber L	\$55,309.11	\$350.00	\$55,659.11
Cottage Street School	Meisner, Eileen	\$75,173.01	\$1,631.50	\$76,804.51
Cottage Street School	Molinda, Susan A	\$50,773.33	\$4,580.00	\$55,353.33
Cottage Street School	Monahan, Sara R	\$18,782.16	\$350.00	\$19,132.16
Cottage Street School	Morris, Deborah	\$67,354.71	\$280.00	\$67,634.71
Cottage Street School	Motyka, Shannon R	\$16,386.48	\$350.00	\$16,736.48
Cottage Street School	Munise, Linda A	\$93,520.27	\$582.00	\$94,102.27
Cottage Street School	Murphy, Michaela E	\$37,075.06		\$37,075.06
Cottage Street School	O'brien, Meghan E	\$18,782.16	\$350.00	\$19,132.16
Cottage Street School	O'connell Hunter, Julia C	\$37,586.58	\$175.00	\$37,761.58
Cottage Street School	Parker, Sara E	\$92,001.56	\$577.00	\$92,578.56
Cottage Street School	Pelkey, Kelly A	\$60,376.49	\$2,110.00	\$62,486.49
Cottage Street School	Pimental, Kendra M	\$4,460.49		\$4,460.49
Cottage Street School	Rabkin, Marcus A	\$3,168.00		\$3,168.00
Cottage Street School	Ramsay, Nadeen L	\$66,115.30	\$350.00	\$66,465.30
Cottage Street School	Rocha, Kathryn A	\$60,138.42	\$280.00	\$60,418.42
Cottage Street School	Ruth-Armas, Brenda E	\$28,375.66	\$52.03	\$28,427.69
Cottage Street School	Ryder, Olga M	\$62,139.72	\$6,052.36	\$68,192.08
Cottage Street School	Sacco, Denise T	\$18,641.44	\$525.86	\$19,167.30
Cottage Street School	Sakamuri, Supriya R	\$6,694.74	\$66.00	\$6,760.74
Cottage Street School	Schlittler, Christine	\$18,420.09	\$50.00	\$18,470.09
Cottage Street School	Shannon, Tiffani A	\$19,525.20	\$350.00	\$19,875.20
Cottage Street School	Shea, Patricia L	\$77,241.10	\$1,050.04	\$78,291.14
Cottage Street School	Simpson, Megan T	\$91,790.48	\$577.00	\$92,367.48
Cottage Street School	Sinclair, Theresa M	\$76,234.37	\$350.00	\$76,584.37
Cottage Street School	Sivakumar, Revathi	\$5,969.36	\$50.00	\$6,019.36
Cottage Street School	Smith, Anna Maria A	\$58,524.15	\$750.00	\$59,274.15
Cottage Street School	Smith, Florence M	\$84,193.30	\$1,311.50	\$85,504.80
Cottage Street School	Staulo, Mary A	\$3,049.96	\$110.94	\$3,160.90
Cottage Street School	Sullivan, Cheryl A	\$84,193.30	\$927.00	\$85,120.30
Cottage Street School	Tsao, Yafang	\$14,564.91	\$2,880.00	\$17,444.91
Cottage Street School	Wallen, Joyce	\$22,367.69	\$637.50	\$23,005.19
Cottage Street School	Wedge, Sharyn	\$84,193.30	\$534.64	\$84,727.94
Cottage Street School	White, Donna J	\$7,050.82	\$105.03	\$7,155.85
Cottage Street School	Wolf, Cathee	\$84,193.30	\$927.00	\$85,120.30
District Wide	Adams, Elaine G		\$2,059.38	\$2,059.38
District Wide	Angelos, Mary M		\$2,651.88	\$2,651.88
District Wide	Armando, Gina N	\$16,644.78	\$100.00	\$16,744.78
District Wide	Bommhardt, Richard J	\$23,170.88		\$23,170.88
District Wide	Bosworth, Donald A	\$18,535.57		\$18,535.57
District Wide	Botaish, Michele	\$19,173.48	\$250.00	\$19,423.48
District Wide	Burke, Colleen M		\$1,059.24	\$1,059.24
District Wide	Cannata, April M		\$2,488.74	\$2,488.74
District Wide	Carr, Jodi M		\$2,150.84	\$2,150.84

Location Description	Name	Salary	Other	Total
District Wide	Castonguay, Paula A	\$20,724.25	\$275.00	\$20,999.25
District Wide	Chase, Kenneth B	\$23,379.75	\$250.00	\$23,629.75
District Wide	Cloherly, Ryan	\$423.50		\$423.50
District Wide	Cogswell, David A	\$50,065.20	\$1,420.60	\$51,485.80
District Wide	Cook, Judith S		\$373.35	\$373.35
District Wide	Cormier, Victoria L	\$250.00		\$250.00
District Wide	Crehan, Sean C		\$1,702.78	\$1,702.78
District Wide	Curra, Evelyn M	\$18,614.33		\$18,614.33
District Wide	Desrochers, Nancy		\$2,574.39	\$2,574.39
District Wide	Dilibero, Laurie A	\$62,283.09	\$2,805.41	\$65,088.50
District Wide	Dill, Marvin H	\$7,496.60	\$175.00	\$7,671.60
District Wide	Doherty, Denis B	\$19,331.79	\$6,090.85	\$25,422.64
District Wide	Dumas, Lisa M		\$3,300.50	\$3,300.50
District Wide	Eames, Richard E	\$25,067.68	\$359.70	\$25,427.38
District Wide	Farrer, Andrew	\$79,772.95	\$3,365.25	\$83,138.20
District Wide	Fischella, Susan M	\$79,964.04	\$890.01	\$80,854.05
District Wide	Foley, Timothy R	\$66,366.80	\$430.11	\$66,796.91
District Wide	Fortes, Aryana S	\$3,750.80		\$3,750.80
District Wide	Gagne, Teresa M	\$27,165.94		\$27,165.94
District Wide	Gorman, Phyllis		\$2,434.32	\$2,434.32
District Wide	Gozman, Simon M	\$8,675.05		\$8,675.05
District Wide	Graff, Byron	\$9,337.50		\$9,337.50
District Wide	Greenberg, Ellen B	\$54.64		\$54.64
District Wide	Greenwald, Ilene		\$1,463.91	\$1,463.91
District Wide	Hanson, Kyle R	\$26,739.85	\$1,044.74	\$27,784.59
District Wide	Hirschorn, Tracey L		\$304.69	\$304.69
District Wide	Johnson, Olivia N		\$633.08	\$633.08
District Wide	Jones, Claire L		\$350.00	\$350.00
District Wide	Kaplan, Joshua P	\$852.50		\$852.50
District Wide	Kerner, Roberta C	\$20,201.13	\$175.00	\$20,376.13
District Wide	Khandelwal, Shweta	\$12,506.32		\$12,506.32
District Wide	Koury, Christopher N		\$439.95	\$439.95
District Wide	Lazor, Jessica E	\$515.00		\$515.00
District Wide	Leeds, Donna G	\$19,286.58		\$19,286.58
District Wide	Lury, Andrea	\$5,500.66		\$5,500.66
District Wide	Macone, Anthony	\$20,271.59	\$100.00	\$20,371.59
District Wide	Macone, Barbara	\$13,748.57		\$13,748.57
District Wide	Marcus, John M	\$133,778.57	\$5,057.62	\$138,836.19
District Wide	Masterson, Doreen L		\$2,564.50	\$2,564.50
District Wide	Mazur, Martin	\$22,633.99		\$22,633.99
District Wide	Mcdonnell, David P	\$16,482.20	\$100.00	\$16,582.20
District Wide	Modiste, Alex F	\$24,856.32	\$100.00	\$24,956.32
District Wide	Moore, Angela K		\$928.64	\$928.64
District Wide	Morris, Arielle	\$10,512.84		\$10,512.84
District Wide	Moscaritolo, Linda D	\$36,902.06	\$4,550.00	\$41,452.06
District Wide	Mowery-Holman, Robyn C	\$11,086.30	\$575.92	\$11,662.22
District Wide	Mulherin, Arlene R	\$18,209.66		\$18,209.66
District Wide	Munise, Linda A	\$250.00		\$250.00
District Wide	Murphy, Elizabeth A	\$131,628.81	\$6,019.24	\$137,648.05
District Wide	Murray, Linda J	\$26,420.12	\$3,800.00	\$30,220.12
District Wide	Nagamatsu, Regina A	\$56,313.50	\$5,055.11	\$61,368.61
District Wide	Nasti, Kathleen	\$5,165.00	\$210.00	\$5,375.00

Location Description	Name	Salary	Other	Total
District Wide	Nathan, Maryalice		\$11,576.64	\$11,576.64
District Wide	Norberg, Laura L	\$6,689.70		\$6,689.70
District Wide	O'brien, Nicole M	\$29,423.00	\$408.75	\$29,831.75
District Wide	O'Neill, Kathryn N		\$2,620.80	\$2,620.80
District Wide	Parker, Robert M	\$24,734.53	\$175.00	\$24,909.53
District Wide	Pedersen, David H	\$57,737.20	\$2,924.49	\$60,661.69
District Wide	Pomar, Alexander D	\$31,952.04	\$11,223.07	\$43,175.11
District Wide	Reingold, Charles A	\$15,317.19	\$100.00	\$15,417.19
District Wide	Robbie, Mary-Threse		\$1,959.44	\$1,959.44
District Wide	Robinson, Daniel E	\$24,888.81	\$100.00	\$24,988.81
District Wide	Roche, Kimberly D	\$24,468.00	\$6,589.84	\$31,057.84
District Wide	Ryan, Chad J	\$97,522.10		\$97,522.10
District Wide	Schechner, Nancy A	\$250.00		\$250.00
District Wide	Schertz, Scott J	\$67,738.80	\$2,812.59	\$70,551.39
District Wide	Shterenberg, Mikhail	\$16,290.31		\$16,290.31
District Wide	Sigman, Michael J	\$21,948.10	\$0.00	\$21,948.10
District Wide	Slovin, James	\$5,212.61		\$5,212.61
District Wide	Smith, Christine J	\$41,846.16	\$3,714.51	\$45,560.67
District Wide	Smith, Jean F	\$15,162.29		\$15,162.29
District Wide	Steinberg, Amy S	\$500.00		\$500.00
District Wide	Stewart, Deborah A	\$15,851.39		\$15,851.39
District Wide	Stollman, Anat M	\$50,714.20		\$50,714.20
District Wide	Sullivan, Megan B	\$740.00		\$740.00
District Wide	Taylor, Karen	\$3,200.76	\$175.00	\$3,375.76
District Wide	Van Dam, Caryn B		\$1,799.28	\$1,799.28
District Wide	Vanvoorhis, Elizabeth J	\$1,365.88		\$1,365.88
District Wide	Wallen, Joyce		\$2,420.48	\$2,420.48
District Wide	Wigandt, Douglas E	\$5,326.84		\$5,326.84
District Wide	Wilson, Lisa	\$690.13		\$690.13
District Wide	Windman, Sarah	\$10,384.63		\$10,384.63
District Wide	Wolfert, Melissa A	\$4,897.08		\$4,897.08
District Wide	Zaniewski, Kenneth F	\$14,631.52	\$175.00	\$14,806.52
Early Childhood	Abrams, Amy L		\$628.66	\$628.66
Early Childhood	Albrecht, Tina M	\$7,222.95	\$37.50	\$7,260.45
Early Childhood	Berish, Arielle		\$960.00	\$960.00
Early Childhood	Berlingo, Sheryl R	\$35,108.29	\$4,022.65	\$39,130.94
Early Childhood	Brine, Rita	\$1,066.60		\$1,066.60
Early Childhood	Burke, Colleen M	\$20,392.31		\$20,392.31
Early Childhood	Campbell, Jennifer R	\$5,998.11	\$25.00	\$6,023.11
Early Childhood	Carroll, Erin L	\$64,573.95	\$6,902.72	\$71,476.67
Early Childhood	Carroll, Lori A	\$84,193.30	\$2,273.00	\$86,466.30
Early Childhood	Cohen, Donna B	\$60,329.94	\$7,252.36	\$67,582.30
Early Childhood	Conti, Bonnie H	\$18,577.69	\$375.00	\$18,952.69
Early Childhood	Dicarolo-Piskura, Elisa M	\$28,148.00	\$350.00	\$28,498.00
Early Childhood	Doherty, Meaghan M		\$400.00	\$400.00
Early Childhood	Dubuc, Angela K	\$400.00		\$400.00
Early Childhood	Emmi, Venera R	\$62,139.72	\$6,380.00	\$68,519.72
Early Childhood	Fitzpatrick, Brianne		\$4,805.90	\$4,805.90
Early Childhood	Glasheen, Joan M		\$1,328.00	\$1,328.00
Early Childhood	Goverman, Shelley P	\$66,806.20	\$1,422.80	\$68,229.00
Early Childhood	Heitin, Suzanne B	\$366.66		\$366.66
Early Childhood	Keough, Sarah E	\$84,193.30	\$3,890.79	\$88,084.09

Location Description	Name	Salary	Other	Total
Early Childhood	Mclaughlin, Katherine B	\$6,301.16	\$89.62	\$6,390.78
Early Childhood	Mercado, Linda M	\$14,717.58	\$87.50	\$14,805.08
Early Childhood	Molinda, Susan A		\$160.00	\$160.00
Early Childhood	Molloy, Stephanie E		\$6,545.88	\$6,545.88
Early Childhood	Moore, Angela K	\$25,856.85	\$737.50	\$26,594.35
Early Childhood	Rand, Kristina M	\$20,824.32	\$350.00	\$21,174.32
Early Childhood	Robbie, Mary-Threse	\$24,085.26	\$420.07	\$24,505.33
Early Childhood	Roy, Erin G		\$3,659.80	\$3,659.80
Early Childhood	Ryan, Chad J		\$5,337.47	\$5,337.47
Early Childhood	Samperi, Cecelia K	\$15,191.28	\$1,941.60	\$17,132.88
Early Childhood	Silbert, Andrea P	\$25,280.64	\$3,382.64	\$28,663.28
Early Childhood	Staulo, Mary A		\$3,921.12	\$3,921.12
Early Childhood	Steinberg, Amy S	\$102,089.42	\$2,505.00	\$104,594.42
Early Childhood	Stollman, Anat M		\$820.39	\$820.39
Early Childhood	Stork, Lindsey A		\$2,714.60	\$2,714.60
Early Childhood	Symes, Janine C	\$42,096.64	\$525.02	\$42,621.66
Early Childhood	Waitekus, Karen S	\$76,793.41	\$2,950.00	\$79,743.41
Early Childhood	Watson, Heather D	\$20,839.80	\$3,743.33	\$24,583.13
Early Childhood	Weisheit, Amanda L	\$65,615.30	\$350.00	\$65,965.30
Early Childhood	Wolff, Lisa	\$10,463.79		\$10,463.79
East Elementary School	Allaire, Katherine J	\$35,547.69	\$541.38	\$36,089.07
East Elementary School	Asirwatham, Christine	\$7,522.17	\$219.21	\$7,741.38
East Elementary School	Auld, Maryanne	\$58,524.15	\$1,550.00	\$60,074.15
East Elementary School	Baker, Deborah L	\$21,102.91	\$300.00	\$21,402.91
East Elementary School	Blaquiere, Katherine J	\$84,193.30	\$1,527.00	\$85,720.30
East Elementary School	Blumenthal, June	\$41,155.23	\$1,687.40	\$42,842.63
East Elementary School	Bolgen, Patricia A	\$13,791.45		\$13,791.45
East Elementary School	Bratt, EreK T	\$62,139.72		\$62,139.72
East Elementary School	Brooks, Donald M	\$89,321.94	\$997.00	\$90,318.94
East Elementary School	Bruha, Stacey L	\$23,006.13	\$425.00	\$23,431.13
East Elementary School	Brule, Keri A	\$71,512.60	\$470.00	\$71,982.60
East Elementary School	Buckley, Nancy E	\$84,193.30	\$1,311.50	\$85,504.80
East Elementary School	Burke, Suzanne M	\$86,721.20	\$534.64	\$87,255.84
East Elementary School	Burr, Kara	\$67,585.26	\$1,950.00	\$69,535.26
East Elementary School	Callahan, Jennifer K	\$20,120.00	\$350.00	\$20,470.00
East Elementary School	Cante, Eladia	\$41,666.80	\$6,772.81	\$48,439.61
East Elementary School	Carey, Kristen L	\$7,336.38	\$287.50	\$7,623.88
East Elementary School	Carlson, Cheryl A	\$110,880.05	\$642.88	\$111,522.93
East Elementary School	Carroll, Dayle T	\$86,721.20	\$350.00	\$87,071.20
East Elementary School	Chaisson, Maureen H	\$60,572.71	\$350.00	\$60,922.71
East Elementary School	Conway, Katie A	\$71,457.59	\$500.00	\$71,957.59
East Elementary School	Conway, Meghan P	\$75,173.01	\$750.00	\$75,923.01
East Elementary School	Coombs, Amy R	\$5,103.81	\$105.00	\$5,208.81
East Elementary School	Coughlin, Melissa M	\$53,275.00	\$1,784.60	\$55,059.60
East Elementary School	Creighton, Kristin P	\$16,711.38	\$471.25	\$17,182.63
East Elementary School	Croke, Caitlyn B	\$15,946.68		\$15,946.68
East Elementary School	Cunningham, Heather E	\$27,327.36	\$307.68	\$27,635.04
East Elementary School	Diamond, Rachel G	\$89,321.94	\$927.00	\$90,248.94
East Elementary School	Doherty, Meaghan M	\$55,892.38	\$855.40	\$56,747.78
East Elementary School	Dorman, Julia M	\$52,844.52	\$470.00	\$53,314.52
East Elementary School	Dowd, Jacqueline N	\$63,110.25	\$1,310.20	\$64,420.45
East Elementary School	Downs, Crystal J	\$46,366.46		\$46,366.46

Location Description	Name	Salary	Other	Total
East Elementary School	Drougen-Keith, Betsy	\$21,530.25	\$25.00	\$21,555.25
East Elementary School	Dutta, Soma	\$6,778.24	\$67.32	\$6,845.56
East Elementary School	Fitzgerald, Heather W	\$55,815.95	\$350.00	\$56,165.95
East Elementary School	Freedberg, Judith W	\$56,789.04		\$56,789.04
East Elementary School	Fuller, Rebecca A	\$92,001.56	\$927.00	\$92,928.56
East Elementary School	Gallagher, Amy N	\$85,013.94	\$2,007.00	\$87,020.94
East Elementary School	Gill, Gillian M	\$20,246.12	\$25.00	\$20,271.12
East Elementary School	Goodman, Casey L	\$17,171.49		\$17,171.49
East Elementary School	Grossman, Jennifer	\$69,376.96	\$427.68	\$69,804.64
East Elementary School	Haddigan, Jaclyn E	\$52,844.52	\$350.00	\$53,194.52
East Elementary School	Hagstrom, Kristin M	\$4,942.55	\$250.00	\$5,192.55
East Elementary School	Harrington, Rachel A	\$65,615.30	\$350.00	\$65,965.30
East Elementary School	Hart, Nicole M	\$27,103.90	\$573.46	\$27,677.36
East Elementary School	Henry, Beth A	\$86,721.20	\$350.00	\$87,071.20
East Elementary School	Hernandez, Martha R	\$14,706.35	\$1,429.64	\$16,135.99
East Elementary School	Jeans, Mary E	\$84,193.30	\$350.00	\$84,543.30
East Elementary School	Julier, Laina	\$11,231.71	\$37.50	\$11,269.21
East Elementary School	Kaminsky, Rebecca B	\$360.00		\$360.00
East Elementary School	Koury, Christopher N	\$54,224.75	\$250.12	\$54,474.87
East Elementary School	Laurie, Maureen A	\$92,001.56	\$961.50	\$92,963.06
East Elementary School	Leblanc, Sophila M	\$18,731.76	\$920.00	\$19,651.76
East Elementary School	Lee, Katherine C	\$62,692.21	\$350.00	\$63,042.21
East Elementary School	Magee, Anna L	\$6,980.80	\$70.02	\$7,050.82
East Elementary School	Markman, Janis N	\$92,001.56	\$350.00	\$92,351.56
East Elementary School	Martin, Jaime E	\$74,320.39	\$830.00	\$75,150.39
East Elementary School	Mayer, Bette S	\$92,001.56	\$927.00	\$92,928.56
East Elementary School	Mcdermott, Susan M	\$26,874.61	\$3,104.25	\$29,978.86
East Elementary School	McLaughlin-Spence, Jennifer M	\$84,193.30	\$927.00	\$85,120.30
East Elementary School	Moldoff, Marilyn B	\$2,200.00		\$2,200.00
East Elementary School	Molloy, Stephanie E	\$58,524.15	\$1,064.85	\$59,589.00
East Elementary School	Monahan, Justin K	\$67,311.62	\$525.00	\$67,836.62
East Elementary School	Munise, Linda A	\$250.00		\$250.00
East Elementary School	Nardone, Susan	\$75,173.01	\$894.64	\$76,067.65
East Elementary School	O'brien, John M	\$369.65		\$369.65
East Elementary School	O'brien, Judith A	\$52,844.52	\$750.00	\$53,594.52
East Elementary School	O'neill, Kathryn N	\$24,071.83	\$1,507.50	\$25,579.33
East Elementary School	Pajka, Kirsten L	\$73,656.50	\$350.00	\$74,006.50
East Elementary School	Peixinho, Nicholle B	\$58,524.15	\$750.00	\$59,274.15
East Elementary School	Perry, Emily A	\$7,287.47		\$7,287.47
East Elementary School	Phinney, Kristen	\$89,321.94	\$590.00	\$89,911.94
East Elementary School	Pruell, Deborah E	\$91,790.48	\$1,374.64	\$93,165.12
East Elementary School	Reynolds, Darrin B	\$61,500.01	\$300.04	\$61,800.05
East Elementary School	Rodriguez, Jacqueline E	\$3,360.00		\$3,360.00
East Elementary School	Ross, Deanne J	\$87,141.43	\$2,507.90	\$89,649.33
East Elementary School	Schertz, Scott J	\$41,976.96	\$11,425.14	\$53,402.10
East Elementary School	Sevieri, Beth G	\$7,050.82	\$70.02	\$7,120.84
East Elementary School	Silke, Martha	\$11,120.11	\$582.16	\$11,702.27
East Elementary School	Simpson, David B	\$57,737.20	\$18,042.17	\$75,779.37
East Elementary School	Small, Stacey H	\$97,522.10	\$350.00	\$97,872.10
East Elementary School	Spear, Jody L	\$84,193.30	\$350.00	\$84,543.30
East Elementary School	Stanford, Jeffrey A	\$13,107.12	\$62.50	\$13,169.62

Location Description	Name	Salary	Other	Total
East Elementary School	Stark, Lauren C	\$19,937.96	\$137.50	\$20,075.46
East Elementary School	Steinberg, Alyssa D	\$58,524.15	\$350.00	\$58,874.15
East Elementary School	Tremblay, Sandra R	\$8,130.13	\$470.56	\$8,600.69
East Elementary School	Tsao, Yafang	\$8,869.78		\$8,869.78
East Elementary School	Van Dam, Lauren M	\$11,527.53	\$1,560.00	\$13,087.53
East Elementary School	Van Vaerenewyck, Emily M	\$55,363.35	\$2,000.00	\$57,363.35
East Elementary School	Walsh, Kimberly M	\$11,544.03		\$11,544.03
East Elementary School	Wright, Gail M	\$18,244.12	\$200.00	\$18,444.12
Elementary	Coffey, John		\$1,673.00	\$1,673.00
Elementary	Conway, Katie A		\$557.66	\$557.66
Elementary	Gilman, Lisa K		\$1,428.67	\$1,428.67
Elementary	O'Neill, Kathryn N		\$1,533.00	\$1,533.00
Elementary	Sevigny, Caitlin E	\$2,347.77		\$2,347.77
Elementary	Sullivan, Julia H		\$1,673.00	\$1,673.00
Heights Elementary School	Alberico, Joseph C	\$34,244.72	\$3,321.26	\$37,565.98
Heights Elementary School	Alves, Lisa B	\$91,252.44	\$1,641.40	\$92,893.84
Heights Elementary School	Andersen, Meghan K	\$30,305.69		\$30,305.69
Heights Elementary School	Andrade-Deleon, Autumn	\$22,615.52	\$3,630.00	\$26,245.52
Heights Elementary School	Arcand, Anne M	\$85,228.60	\$1,792.25	\$87,020.85
Heights Elementary School	Bernstein, Olga B	\$66,806.20	\$280.00	\$67,086.20
Heights Elementary School	Bracey, Laura C	\$63,192.21	\$4,254.32	\$67,446.53
Heights Elementary School	Brandell, Matthew J	\$84,193.30	\$350.00	\$84,543.30
Heights Elementary School	Bratt, Carol A	\$86,721.20	\$1,311.50	\$88,032.70
Heights Elementary School	Broderick, Erin A	\$21,792.70		\$21,792.70
Heights Elementary School	Butler, Victoria M	\$33,175.44		\$33,175.44
Heights Elementary School	Callaway, Pamela F	\$89,321.94	\$927.00	\$90,248.94
Heights Elementary School	Camara, Kaylene M	\$29,552.00	\$410.89	\$29,962.89
Heights Elementary School	Carr, Jodi M	\$19,677.57	\$132.33	\$19,809.90
Heights Elementary School	Carroll, Cynthia L	\$18,846.53	\$75.00	\$18,921.53
Heights Elementary School	Castonguay, Paula A	\$14,025.13	\$2,542.63	\$16,567.76
Heights Elementary School	Castro, Kirsten D	\$46,345.00		\$46,345.00
Heights Elementary School	Charles, Andrew C	\$33,951.01	\$300.00	\$34,251.01
Heights Elementary School	Coffey, John	\$84,193.30	\$1,050.04	\$85,243.34
Heights Elementary School	Coombs, Amy R	\$13,983.57		\$13,983.57
Heights Elementary School	Crehan, Sean C	\$19,467.26	\$89.34	\$19,556.60
Heights Elementary School	Crugnale, Michelle L	\$2,948.82		\$2,948.82
Heights Elementary School	Cummings, Theresa A	\$86,721.20	\$1,050.04	\$87,771.24
Heights Elementary School	Cunningham, Maeci L	\$87,221.20	\$577.00	\$87,798.20
Heights Elementary School	Cuomo, Ericka C	\$11,444.23		\$11,444.23
Heights Elementary School	Demasi, Michelle C	\$75,208.78	\$950.00	\$76,158.78
Heights Elementary School	Desousa, Jorge M	\$41,047.92	\$5,650.38	\$46,698.30
Heights Elementary School	Dickinson, Elizabeth A	\$71,512.60	\$590.00	\$72,102.60
Heights Elementary School	Doppelt, Katherine W	\$60,572.71	\$950.00	\$61,522.71
Heights Elementary School	Drew, Erin I	\$82,889.59	\$1,350.00	\$84,239.59
Heights Elementary School	Driscoll, Carolyn M	\$1,767.78		\$1,767.78
Heights Elementary School	Dumican, Nancy A	\$37,292.01	\$1,144.96	\$38,436.97
Heights Elementary School	Egan, Julie A	\$33,833.92	\$350.00	\$34,183.92
Heights Elementary School	Emby, Nicole L	\$62,355.12	\$472.50	\$62,827.62
Heights Elementary School	Enos, Samantha M	\$19,012.98		\$19,012.98
Heights Elementary School	Felton, Jessica L	\$5,021.26		\$5,021.26
Heights Elementary School	Fereshetian, Lauren M	\$62,692.21	\$1,530.00	\$64,222.21
Heights Elementary School	Flanagan, Dina M	\$8,056.56		\$8,056.56

Location Description	Name	Salary	Other	Total
Heights Elementary School	Folan, Kimberly A	\$89,321.94	\$1,050.04	\$90,371.98
Heights Elementary School	Fox, Ethan	\$26,868.04	\$570.60	\$27,438.64
Heights Elementary School	Freeman, Alison C	\$1,222.06	\$1,222.06	\$2,444.12
Heights Elementary School	Friedman, Cathryn C	\$82,279.62	\$350.00	\$82,629.62
Heights Elementary School	Fuller, Rachel R	\$25,122.41		\$25,122.41
Heights Elementary School	Geiger, Holly R	\$84,193.30	\$927.00	\$85,120.30
Heights Elementary School	Gill, Christina N	\$35,728.72	\$370.75	\$36,099.47
Heights Elementary School	Glaser, Deborah M	\$640.00		\$640.00
Heights Elementary School	Gray, Diane L	\$27,716.90	\$437.50	\$28,154.40
Heights Elementary School	Green, Tedra S	\$31,756.36	\$1,540.00	\$33,296.36
Heights Elementary School	Hanley, Beth	\$83,507.70	\$1,302.40	\$84,810.10
Heights Elementary School	Happnie, Lori B	\$80,472.81	\$350.00	\$80,822.81
Heights Elementary School	Harvey, Amy S	\$84,193.30	\$9,729.38	\$93,922.68
Heights Elementary School	Haskins, Kimberly	\$7,399.80		\$7,399.80
Heights Elementary School	Hasson, Noreen F	\$35,896.51	\$300.00	\$36,196.51
Heights Elementary School	Hirsch, Marjorie M	\$27,761.27	\$712.50	\$28,473.77
Heights Elementary School	Johnson, Heather C	\$89,321.94	\$1,311.50	\$90,633.44
Heights Elementary School	Johnson, Olivia N	\$19,073.19	\$41.93	\$19,115.12
Heights Elementary School	Jones, Theresa E	\$52,170.30	\$6,220.73	\$58,391.03
Heights Elementary School	Joyce, Kathleen K	\$86,721.20	\$950.00	\$87,671.20
Heights Elementary School	Karantonakis, Lisa M	\$39,681.81		\$39,681.81
Heights Elementary School	Kemp, Christina L	\$75,774.07	\$9,326.60	\$85,100.67
Heights Elementary School	Kosinski, Kristen M	\$19,115.86	\$682.50	\$19,798.36
Heights Elementary School	Lamore, Lisa K	\$118,168.41	\$3,365.50	\$121,533.91
Heights Elementary School	Larrimer, Samantha Y	\$13,633.21		\$13,633.21
Heights Elementary School	Leary, Cynthia F	\$92,001.56	\$927.00	\$92,928.56
Heights Elementary School	Leblanc, Sophilia M	\$8,614.08		\$8,614.08
Heights Elementary School	Leclerc, Tammy M	\$83,507.70	\$1,778.60	\$85,286.30
Heights Elementary School	Lemanski, Kara M	\$84,193.30	\$927.00	\$85,120.30
Heights Elementary School	Levis, Kimberly M	\$6,669.64	\$759.08	\$7,428.72
Heights Elementary School	Licciardi, Barbara A	\$28,806.20	\$950.00	\$29,756.20
Heights Elementary School	Lizotte, Jane	\$37,595.38	\$1,080.00	\$38,675.38
Heights Elementary School	Magnan, Maureen L	\$53,496.37	\$2,400.00	\$55,896.37
Heights Elementary School	Marini, Anthony W	\$16,731.86	\$1,145.76	\$17,877.62
Heights Elementary School	Martin, Elaine M	\$89,321.94	\$1,311.50	\$90,633.44
Heights Elementary School	Mazaheri, Anna B	\$62,817.60	\$280.00	\$63,097.60
Heights Elementary School	Mccormick, Melissa M	\$50,516.02	\$930.00	\$51,446.02
Heights Elementary School	Mcgillicuddy, Devon B	\$36,966.52	\$1,620.00	\$38,586.52
Heights Elementary School	Mellman, Alexandra T	\$91,252.44	\$921.40	\$92,173.84
Heights Elementary School	Murphy, Keyonna K	\$25,735.21		\$25,735.21
Heights Elementary School	Nalbach, Danielle W	\$63,980.06	\$671.10	\$64,651.16
Heights Elementary School	Nathan, Carleen M	\$38,891.46	\$2,490.00	\$41,381.46
Heights Elementary School	Nikopoulos, Theodora A	\$89,321.94	\$1,527.00	\$90,848.94
Heights Elementary School	O'brien, Julia A	\$84,193.30	\$927.00	\$85,120.30
Heights Elementary School	O'brien, Katie A	\$28,238.49	\$1,140.00	\$29,378.49
Heights Elementary School	O'neil, Pamela H	\$32,083.25	\$1,387.50	\$33,470.75
Heights Elementary School	Pedro, Elizabeth	\$86,721.20	\$1,050.04	\$87,771.24
Heights Elementary School	Pieper, Jenna	\$7,707.34	\$87.50	\$7,794.84
Heights Elementary School	Pollock, Andrea L	\$58,524.15	\$830.00	\$59,354.15
Heights Elementary School	Purcell, Sharon	\$5,972.76	\$560.98	\$6,533.74
Heights Elementary School	Quintero, Daniel M	\$9,420.89		\$9,420.89
Heights Elementary School	Rabkin, Eric Z	\$3,168.00		\$3,168.00

Location Description	Name	Salary	Other	Total
Heights Elementary School	Rawcliffe, Kayla M	\$30,712.13		\$30,712.13
Heights Elementary School	Roy, Erin G	\$77,981.07	\$350.00	\$78,331.07
Heights Elementary School	Ruggiero, Carrie S	\$43,094.76	\$740.16	\$43,834.92
Heights Elementary School	Salwen, Kristin L	\$7,991.56	\$120.60	\$8,112.16
Heights Elementary School	Sevigny, Caitlin E	\$16,434.39	\$350.00	\$16,784.39
Heights Elementary School	Sexton, Joseph G	\$864.40	\$145.87	\$1,010.27
Heights Elementary School	Shafiroff, Joan M	\$37,950.23	\$1,584.28	\$39,534.51
Heights Elementary School	Sharma, Seema	\$69,427.98	\$350.00	\$69,777.98
Heights Elementary School	Silva, Elaine K	\$92,501.56	\$927.00	\$93,428.56
Heights Elementary School	Silveira, Roberto M	\$31,303.20	\$3,805.60	\$35,108.80
Heights Elementary School	Soucy, Margaret	\$3,739.92		\$3,739.92
Heights Elementary School	Starr, Andrea M	\$44,660.96	\$1,135.75	\$45,796.71
Heights Elementary School	Staula, Roberta	\$9,032.36	\$474.43	\$9,506.79
Heights Elementary School	Stewart, Robin	\$92,001.56	\$1,311.50	\$93,313.06
Heights Elementary School	Stork, Lindsey A	\$36,611.22	\$854.20	\$37,465.42
Heights Elementary School	Sullivan, Julia H	\$14,371.64	\$856.37	\$15,228.01
Heights Elementary School	Susi, Kelly J	\$83,507.70	\$1,830.00	\$85,337.70
Heights Elementary School	Tarantino, Scott D	\$84,193.30	\$3,634.50	\$87,827.80
Heights Elementary School	Thompson, Jessica B	\$52,274.72	\$350.00	\$52,624.72
Heights Elementary School	Tracey-Waple, Kathleen	\$18,641.44	\$699.36	\$19,340.80
Heights Elementary School	Tripp, Carolyn	\$26,248.77	\$2,664.96	\$28,913.73
Heights Elementary School	Trykowski, Gail R	\$56,865.94	\$7,727.64	\$64,593.58
Heights Elementary School	Tsao, Yafang	\$4,640.98	\$192.50	\$4,833.48
Heights Elementary School	Van Vaerenewyck, Emily M	\$500.00		\$500.00
Heights Elementary School	Vanderclute, Katelyn	\$4,176.48		\$4,176.48
Heights Elementary School	Vigorito, Timothy L	\$89,821.94	\$1,645.49	\$91,467.43
Heights Elementary School	Ward, Pamela C	\$87,537.70	\$1,839.00	\$89,376.70
Heights Elementary School	Widberg, Sarah A	\$11,652.48	\$112.50	\$11,764.98
Heights Elementary School	Wilson, Lisa	\$10,631.45	\$803.60	\$11,435.05
Heights Elementary School	Wood, Shelby	\$23,131.30	\$540.00	\$23,671.30
Heights Elementary School	Woods, Karen C	\$89,321.94	\$9,282.26	\$98,604.20
Sharon Administration Office	Bryant, Melissa A	\$61,503.79	\$1,332.68	\$62,836.47
Sharon Administration Office	Campanario, Helen A	\$37,840.75	\$7,721.25	\$45,562.00
Sharon Administration Office	Ciulla, Paraskevi H	\$4,679.04		\$4,679.04
Sharon Administration Office	Derry, Frances C	\$73,708.50		\$73,708.50
Sharon Administration Office	Giorgio, Jeanne T	\$604.59		\$604.59
Sharon Administration Office	Gray, Rebecca A	\$54,552.76	\$1,780.96	\$56,333.72
Sharon Administration Office	Green, Janice E	\$63,840.68	\$2,798.20	\$66,638.88
Sharon Administration Office	Greer, Victoria L	\$184,149.06	\$11,304.69	\$195,453.75
Sharon Administration Office	Kendall, Dawn S	\$67,945.85	\$6,569.95	\$74,515.80
Sharon Administration Office	Mintor, Nerlande	\$48,000.00		\$48,000.00
Sharon Administration Office	Owen, Susan	\$51,834.25	\$3,878.29	\$55,712.54
Sharon Administration Office	Ramos, Livia M	\$19,538.40		\$19,538.40
Sharon Administration Office	Rosado, Melanie	\$21,923.00	\$548.08	\$22,471.08
Sharon Administration Office	Sexton, Joseph G	\$52,531.26	\$1,944.24	\$54,475.50
Sharon Administration Office	Townsend, Judy	\$58,886.94	\$1,103.91	\$59,990.85
Sharon Administration Office	Wertz, Kenneth C	\$51,841.18	\$2,884.50	\$54,725.68
Sharon Administration Office	Westberg, Robin L	\$37,105.94	\$482.86	\$37,588.80
Sharon High School	Abelard, Merites	\$27,327.36	\$378.00	\$27,705.36
Sharon High School	Accardi, David A	\$14,643.92	\$363.30	\$15,007.22
Sharon High School	Acheson, Stephanie	\$86,721.20	\$420.00	\$87,141.20
Sharon High School	Accone, James	\$71,858.19	\$7,349.80	\$79,207.99

Location Description	Name	Salary	Other	Total
Sharon High School	Alberico, Eileen A	\$92,001.56	\$5,972.70	\$97,974.26
Sharon High School	Alson, Meghan E	\$55,200.88	\$556.25	\$55,757.13
Sharon High School	Anselm, Shania M	\$10,083.27	\$521.60	\$10,604.87
Sharon High School	Antonell, David J	\$40,452.71	\$4,864.80	\$45,317.51
Sharon High School	Aramayo, Gabriela	\$16,686.72		\$16,686.72
Sharon High School	Arguimbau, James	\$7,550.00		\$7,550.00
Sharon High School	Arno, John J	\$500.00		\$500.00
Sharon High School	Auld, Maryanne		\$563.64	\$563.64
Sharon High School	Ayotte, Lori	\$88,006.50	\$1,566.00	\$89,572.50
Sharon High School	Bacigalupi, Nicholas R	\$44,854.56	\$276.96	\$45,131.52
Sharon High School	Baltera, Geoffrey V	\$50,783.92	\$650.00	\$51,433.92
Sharon High School	Banno, Stephen A	\$88,496.34	\$1,670.80	\$90,167.14
Sharon High School	Beebe, Jean M	\$62,139.72	\$1,553.86	\$63,693.58
Sharon High School	Bourguignon, Dawn M	\$14,658.00	\$277.90	\$14,935.90
Sharon High School	Bowen, Tara E	\$720.00		\$720.00
Sharon High School	Brear, Andrea G	\$13,600.00		\$13,600.00
Sharon High School	Brillant, Christopher M	\$92,501.56	\$5,248.54	\$97,750.10
Sharon High School	Brodeur, James A	\$39,706.69	\$7,502.70	\$47,209.39
Sharon High School	Brown, Elise M	\$26,886.55	\$1,762.38	\$28,648.93
Sharon High School	Buckley, Peter J	\$71,300.34	\$750.00	\$72,050.34
Sharon High School	Burka, Nicholas M	\$50,469.24	\$4,673.99	\$55,143.23
Sharon High School	Byrne, Rachel M	\$78,435.10	\$2,487.00	\$80,922.10
Sharon High School	Campbell, Keri R	\$14,645.22		\$14,645.22
Sharon High School	Cannata, April M	\$24,078.16	\$52.98	\$24,131.14
Sharon High School	Carlton, Kevin S	\$5,227.00		\$5,227.00
Sharon High School	Cavallaro, Christine S	\$66,510.76	\$2,690.00	\$69,200.76
Sharon High School	Chandrasekaran, Niredita D	\$89,094.54	\$3,260.80	\$92,355.34
Sharon High School	Charest, Thomas J	\$67,249.08	\$575.00	\$67,824.08
Sharon High School	Chazan, Lisa M	\$21,522.41	\$300.00	\$21,822.41
Sharon High School	Chen, Rachel	\$2,960.00		\$2,960.00
Sharon High School	Cho, Tae	\$97,522.10	\$1,704.84	\$99,226.94
Sharon High School	Christiansen, David H	\$84,193.30	\$1,055.00	\$85,248.30
Sharon High School	Cichon, Michael C	\$29,286.59	\$39.20	\$29,325.79
Sharon High School	Cimeno, Timothy J	\$6,969.00		\$6,969.00
Sharon High School	Cioffi, Marie L	\$84,145.76	\$3,546.20	\$87,691.96
Sharon High School	Coffman, Kristen E	\$53,145.45		\$53,145.45
Sharon High School	Cohen, Elise B	\$1,155.50		\$1,155.50
Sharon High School	Cohen, Hannah R	\$35,376.92	\$4,009.41	\$39,386.33
Sharon High School	Cole, Janet S	\$74,560.98	\$4,998.60	\$79,559.58
Sharon High School	Collins, Cathy E	\$97,587.26	\$15,180.50	\$112,767.76
Sharon High School	Conway, Alan H	\$13,518.00		\$13,518.00
Sharon High School	Copeland, Debra L	\$325.92		\$325.92
Sharon High School	Corcoran, Brendan M	\$6,780.62	\$3,485.00	\$10,265.62
Sharon High School	Courville, Ashley R	\$7,144.00		\$7,144.00
Sharon High School	Cronin, Terrance S	\$53,336.00	\$20,449.26	\$73,785.26
Sharon High School	Cunningham, Heather E		\$1,110.00	\$1,110.00
Sharon High School	Cunningham, Maeci L		\$1,930.00	\$1,930.00
Sharon High School	Cutter, Joan B	\$6,388.00		\$6,388.00
Sharon High School	Dahlen, Kristina M	\$97,522.10	\$10,102.15	\$107,624.25
Sharon High School	Decknick, Katelyn	\$20,120.00	\$350.00	\$20,470.00
Sharon High School	Dennis, Sandra L	\$60,329.94	\$22,878.73	\$83,208.67
Sharon High School	D'entremont, Andrea J	\$92,001.56	\$2,527.00	\$94,528.56

Location Description	Name	Salary	Other	Total
Sharon High School	Dickerson, Ronald	\$47,842.40	\$14,088.82	\$61,931.22
Sharon High School	Dixon, James M	\$92,001.56	\$373.80	\$92,375.36
Sharon High School	Donaway, Lucas	\$9,518.74		\$9,518.74
Sharon High School	D'ottavio, Cynthia A	\$14,052.84	\$838.00	\$14,890.84
Sharon High School	Downey, Lisa R	\$9,350.00		\$9,350.00
Sharon High School	Druhan-Albanese, Jill L	\$97,522.10	\$380.80	\$97,902.90
Sharon High School	Dumas, Lisa M	\$11,887.00		\$11,887.00
Sharon High School	Enos, Nancy J	\$26,944.93		\$26,944.93
Sharon High School	Everett, Michael J	\$20,905.22	\$500.00	\$21,405.22
Sharon High School	Faria, Brittany M		\$2,530.85	\$2,530.85
Sharon High School	Fazzio, Charles M	\$84,193.30	\$10,211.63	\$94,404.93
Sharon High School	Feldman, Deborah A	\$70,610.49	\$350.00	\$70,960.49
Sharon High School	Feldman, Jennifer A	\$68,813.34	\$350.00	\$69,163.34
Sharon High School	Ferguson, Andrew R	\$8,131.00		\$8,131.00
Sharon High School	Ferrara, Barbara A	\$29,290.10	\$910.00	\$30,200.10
Sharon High School	Fortin, Catherine F	\$99,833.79	\$10,352.38	\$110,186.17
Sharon High School	Fox, Michelle J	\$92,001.56	\$3,254.00	\$95,255.56
Sharon High School	Gabriel, Jessica	\$27,332.42	\$400.00	\$27,732.42
Sharon High School	Gardner, Janine	\$77,741.10	\$934.64	\$78,675.74
Sharon High School	Garr, Emily G	\$75,208.78	\$7,463.40	\$82,672.18
Sharon High School	Gassman, Ronde L	\$58,437.98	\$12,633.52	\$71,071.50
Sharon High School	Gavin, Elizabeth S	\$107,858.37	\$642.88	\$108,501.25
Sharon High School	Georges, Nina J	\$84,193.30	\$1,311.50	\$85,504.80
Sharon High School	Georgi, Mara C	\$84,193.30	\$1,387.00	\$85,580.30
Sharon High School	Gibbas, Aspen N	\$3,663.44	\$157.50	\$3,820.94
Sharon High School	Gilbert-Sexton, Susan F	\$53,534.22	\$7,800.91	\$61,335.13
Sharon High School	Gingras, Philip R	\$13,518.00		\$13,518.00
Sharon High School	Glasheen, Joan M	\$23,290.01	\$505.80	\$23,795.81
Sharon High School	Glover-Roach, Lynne	\$10,349.46	\$826.40	\$11,175.86
Sharon High School	Glynn, Michelle C	\$35,437.78	\$140.00	\$35,577.78
Sharon High School	Goel, Jyotsna	\$24,775.08	\$125.00	\$24,900.08
Sharon High School	Gorman, Jarrod	\$84,193.30	\$505.80	\$84,699.10
Sharon High School	Gorsuch, Thomas J	\$97,522.10	\$10,102.15	\$107,624.25
Sharon High School	Graveline, Jennifer J	\$102,262.98		\$102,262.98
Sharon High School	Greely, William T		\$1,742.50	\$1,742.50
Sharon High School	Harris, Cheryl L	\$92,001.56	\$1,792.25	\$93,793.81
Sharon High School	Haven, Joseph C	\$57,737.20	\$27,039.78	\$84,776.98
Sharon High School	Healy, Kelly M		\$4,762.00	\$4,762.00
Sharon High School	Heller, David P	\$89,321.94	\$350.00	\$89,671.94
Sharon High School	Hirschorn, Tracey L	\$18,815.94	\$2,311.42	\$21,127.36
Sharon High School	Hoffman, Mark A	\$32,934.14	\$15.40	\$32,949.54
Sharon High School	Hughes, Michelle A	\$52,930.22	\$8,480.89	\$61,411.11
Sharon High School	Isaac, Elizabeth L	\$36,472.20	\$360.80	\$36,833.00
Sharon High School	Jeffery, Shaun L	\$6,172.96		\$6,172.96
Sharon High School	Jolicoeur, Lisa A	\$92,001.56	\$6,266.60	\$98,268.16
Sharon High School	Jones, Allison	\$18,494.94	\$320.00	\$18,814.94
Sharon High School	Jones, Claire L	\$86,256.56	\$8,625.65	\$94,882.21
Sharon High School	Judkins, Adam G	\$20,171.29	\$602.13	\$20,773.42
Sharon High School	Kallin, Kelley E	\$65,396.29	\$350.00	\$65,746.29
Sharon High School	Kaye, Jacqueline A	\$92,501.56	\$1,010.00	\$93,511.56
Sharon High School	Kaye, Kari	\$13,800.49		\$13,800.49
Sharon High School	Keeney, Tanya K	\$82,889.59	\$350.00	\$83,239.59

Location Description	Name	Salary	Other	Total
Sharon High School	Kelley, Patricia	\$92,501.56	\$350.00	\$92,851.56
Sharon High School	Kelly, Bryan C	\$7,739.00		\$7,739.00
Sharon High School	Kelly-Chamoun, Maureen P	\$66,806.20	\$280.00	\$67,086.20
Sharon High School	Kemp, Rebecca P	\$53,329.86	\$7,164.17	\$60,494.03
Sharon High School	Kendall, Erica	\$50,398.57	\$1,150.36	\$51,548.93
Sharon High School	Kenner, Shawn E	\$97,227.96	\$380.80	\$97,608.76
Sharon High School	Kerr, Corrina	\$15,372.63	\$527.90	\$15,900.53
Sharon High School	Kerrigan, Carol A	\$9,026.81	\$360.72	\$9,387.53
Sharon High School	Konstas, Catherine E	\$51,869.82	\$840.66	\$52,710.48
Sharon High School	Kosmadakis, Kelly M	\$4,167.00		\$4,167.00
Sharon High School	Kupperstein, Ina	\$22,067.04	\$7,150.00	\$29,217.04
Sharon High School	Lafleur, Laura M	\$13,787.62		\$13,787.62
Sharon High School	Lalley, Winterer	\$3,334.00		\$3,334.00
Sharon High School	Laurie, Maureen A		\$14,721.25	\$14,721.25
Sharon High School	Lazor, Jessica E		\$7,550.00	\$7,550.00
Sharon High School	Leblanc, Jacquelyn G	\$68,666.99	\$350.00	\$69,016.99
Sharon High School	Lengas, Bradley J	\$92,001.56	\$4,531.00	\$96,532.56
Sharon High School	Leveckis, Lori H	\$86,721.20	\$1,317.00	\$88,038.20
Sharon High School	Levitts, Rachelle F	\$35,895.84	\$792.42	\$36,688.26
Sharon High School	Li, Wei	\$62,355.12	\$2,442.20	\$64,797.32
Sharon High School	Libano, Jose A	\$134,116.80	\$4,807.50	\$138,924.30
Sharon High School	Lingo, Adrian	\$4,762.00		\$4,762.00
Sharon High School	Lombardi, Sandra A	\$8,131.00	\$50.00	\$8,181.00
Sharon High School	Lopresti, Sean P	\$5,953.00		\$5,953.00
Sharon High School	Lovett, Andrea L	\$7,771.00	\$199.00	\$7,970.00
Sharon High School	Lucas, Andrew A	\$14,416.99	\$393.40	\$14,810.39
Sharon High School	Luciani, Susan E	\$92,001.56	\$5,399.20	\$97,400.76
Sharon High School	Lucie, Anthony J	\$6,388.00		\$6,388.00
Sharon High School	Macoritto, Dorothy B	\$91,470.74	\$1,354.38	\$92,825.12
Sharon High School	Malcolm, Courtney M	\$92,001.56	\$6,158.00	\$98,159.56
Sharon High School	Marshall, Kathleen G	\$28,313.30		\$28,313.30
Sharon High School	Masterson, Doreen L	\$16,521.30		\$16,521.30
Sharon High School	May, Kathryn R	\$17,743.68	\$380.80	\$18,124.48
Sharon High School	Mccullough, Jennifer M	\$82,183.48	\$365.40	\$82,548.88
Sharon High School	Mcgee, Timothy P	\$84,693.30	\$5,376.50	\$90,069.80
Sharon High School	Mcgonagle, Maureen	\$80,472.81	\$350.00	\$80,822.81
Sharon High School	McLaughlin, David E	\$1,430.00		\$1,430.00
Sharon High School	Mejdi, Zahraa	\$25,529.30	\$331.80	\$25,861.10
Sharon High School	Metcalfe, Jordan M	\$58,195.33	\$350.00	\$58,545.33
Sharon High School	Mitlin, Marjorie D	\$62,139.72	\$9,534.36	\$71,674.08
Sharon High School	Morris, Kayla	\$185.00		\$185.00
Sharon High School	Morse, David R	\$5,953.00		\$5,953.00
Sharon High School	Morse, David R	\$64,260.92	\$12,080.20	\$76,341.12
Sharon High School	Mullahoo, Steven C	\$9,600.00		\$9,600.00
Sharon High School	Munden, Barbara J	\$84,013.05	\$2,936.50	\$86,949.55
Sharon High School	Murphy, Bernadette T	\$92,001.56	\$927.00	\$92,928.56
Sharon High School	Murphy, Colin G	\$6,133.00		\$6,133.00
Sharon High School	Murray, Heather L	\$20,349.22		\$20,349.22
Sharon High School	Myerson, Shelley J	\$680.00		\$680.00
Sharon High School	Nason, Wendy Z	\$84,193.30	\$1,311.50	\$85,504.80
Sharon High School	Nathan, Scott E	\$4,812.00		\$4,812.00
Sharon High School	Newman, Stacy L	\$62,576.79	\$2,179.21	\$64,756.00

Location Description	Name	Salary	Other	Total
Sharon High School	Nichols, Lei Y	\$5,371.52	\$87.50	\$5,459.02
Sharon High School	Novick-Carson, Lori E	\$86,721.20	\$550.00	\$87,271.20
Sharon High School	Olsen, Maureen M	\$46,376.20	\$1,040.62	\$47,416.82
Sharon High School	O'reilly, Sean	\$86,721.20	\$2,276.64	\$88,997.84
Sharon High School	Ouellette, Megan E	\$52,590.50	\$350.00	\$52,940.50
Sharon High School	Parker, Sara E		\$1,930.00	\$1,930.00
Sharon High School	Pasley, Germaine L	\$27,491.99	\$1,207.80	\$28,699.79
Sharon High School	Perkins, Tanya A	\$92,001.56	\$550.04	\$92,551.60
Sharon High School	Perron, Michael P	\$92,001.56	\$4,087.00	\$96,088.56
Sharon High School	Phelps, Dawn M	\$40,869.32	\$4,876.72	\$45,746.04
Sharon High School	Piazza, Julie A	\$25,634.81	\$550.00	\$26,184.81
Sharon High School	Pierce, Amanda K	\$93,204.80	\$12,576.50	\$105,781.30
Sharon High School	Pigeon, Adam F	\$80,472.81	\$485.08	\$80,957.89
Sharon High School	Pimentel, Justin D	\$12,715.08	\$2,795.00	\$15,510.08
Sharon High School	Poliferno, Andrew R	\$1,931.00	\$282.00	\$2,213.00
Sharon High School	Poliferno, Heather L	\$550.00	\$50.00	\$600.00
Sharon High School	Pomer, Robert S	\$114,000.51		\$114,000.51
Sharon High School	Powell, Cindy	\$3,667.00		\$3,667.00
Sharon High School	Quintal, Stephanie	\$26,745.66	\$400.00	\$27,145.66
Sharon High School	Radler, Barbara A	\$185.00		\$185.00
Sharon High School	Ragona, James	\$92,001.56	\$1,584.50	\$93,586.06
Sharon High School	Reardon, Elizabeth M	\$6,969.00	\$4,065.00	\$11,034.00
Sharon High School	Reardon, Lesley	\$92,251.56	\$3,640.70	\$95,892.26
Sharon High School	Redquest, Veronika B	\$12,991.76	\$759.25	\$13,751.01
Sharon High School	Regan, Erin T	\$92,001.56	\$4,236.50	\$96,238.06
Sharon High School	Romero, Laurie A	\$20,278.44		\$20,278.44
Sharon High School	Rose, Gloria J	\$20,280.77		\$20,280.77
Sharon High School	Roy, David M	\$32,461.23	\$7,880.66	\$40,341.89
Sharon High School	Ruzzo, Victoria A		\$4,762.00	\$4,762.00
Sharon High School	Ryall-Mcavoy, Susan E	\$92,001.56	\$3,006.09	\$95,007.65
Sharon High School	Sabelli, Mary L	\$60,572.71	\$940.40	\$61,513.11
Sharon High School	Sammon, Dianne W	\$6,388.00	\$5,227.00	\$11,615.00
Sharon High School	Sanborn, Thomas W	\$74,015.50	\$408.80	\$74,424.30
Sharon High School	Sandman, Emily	\$952.50		\$952.50
Sharon High School	Sanford, James V	\$39,127.80		\$39,127.80
Sharon High School	Schifone, Gerald	\$60,850.46	\$1,883.00	\$62,733.46
Sharon High School	Schlierf, Nicholas	\$103,772.52	\$2,250.02	\$106,022.54
Sharon High School	Schoonmaker, Peter M	\$92,001.56	\$3,850.40	\$95,851.96
Sharon High School	Schulte, Jessica M	\$54,909.87	\$350.00	\$55,259.87
Sharon High School	Scruton, Theresa A	\$48,112.09	\$505.80	\$48,617.89
Sharon High School	Seastedt, Tye	\$5,953.00		\$5,953.00
Sharon High School	Sefton, Casey S	\$7,494.86	\$307.16	\$7,802.02
Sharon High School	Shanteler, Stephanie	\$4,573.68		\$4,573.68
Sharon High School	Shiebler, Glenn R	\$84,193.30	\$4,280.80	\$88,474.10
Sharon High School	Silipo, Leah C	\$89,321.94	\$3,734.60	\$93,056.54
Sharon High School	Simpson, Megan T		\$950.00	\$950.00
Sharon High School	Siniscalchi, Sara L	\$87,936.63	\$4,095.00	\$92,031.63
Sharon High School	Smith, Tracey A	\$89,321.94	\$1,550.00	\$90,871.94
Sharon High School	Smoler, Rebecca E	\$82,183.48	\$8,568.34	\$90,751.82
Sharon High School	Snow, Zachary L	\$84,693.30	\$350.00	\$85,043.30
Sharon High School	Sonis, Jeffrey S	\$92,001.56	\$10,952.60	\$102,954.16
Sharon High School	Staula, Julia R	\$3,810.00		\$3,810.00

Location Description	Name	Salary	Other	Total
Sharon High School	Stevens, Jill A	\$84,193.30	\$350.00	\$84,543.30
Sharon High School	Strunin, Jeffrey N	\$84,193.30	\$448.00	\$84,641.30
Sharon High School	Stulga, Laura A	\$69,427.98	\$6,325.00	\$75,752.98
Sharon High School	Sullivan, Catherine M	\$7,789.00		\$7,789.00
Sharon High School	Tessier, Andrew J	\$67,249.08	\$2,610.80	\$69,859.88
Sharon High School	Theberge, Abigail E	\$92,501.56	\$2,884.20	\$95,385.76
Sharon High School	Trotta, Michael P	\$4,065.00		\$4,065.00
Sharon High School	Turner, Kathleen M	\$92,501.56	\$2,210.30	\$94,711.86
Sharon High School	Twomey, Caitlin R	\$57,987.51	\$1,542.30	\$59,529.81
Sharon High School	Tyrell, Lori M	\$32,207.33		\$32,207.33
Sharon High School	Valverde, Anita M	\$81,054.72	\$350.00	\$81,404.72
Sharon High School	Van Vaerenwyck, Thor V	\$86,721.20	\$7,064.64	\$93,785.84
Sharon High School	Waite, Aaron L	\$18,685.44	\$11,409.00	\$30,094.44
Sharon High School	Walker, Rachel S	\$86,721.20	\$2,103.20	\$88,824.40
Sharon High School	Warner-Hatten, Tineisha	\$5,292.50		\$5,292.50
Sharon High School	Wasef, Haidy	\$33,883.37		\$33,883.37
Sharon High School	Weishaar, Kristine M	\$84,193.30	\$380.80	\$84,574.10
Sharon High School	Werden, Gary L	\$13,741.50		\$13,741.50
Sharon High School	Weston, Christina	\$92,001.56	\$350.00	\$92,351.56
Sharon High School	Whall, Elizabeth A	\$92,001.56	\$1,792.25	\$93,793.81
Sharon High School	Wise, Karen L	\$89,321.94	\$350.00	\$89,671.94
Sharon High School	Yaffe, Lawrence J	\$3,953.00	\$50.00	\$4,003.00
Sharon High School	Zenga, Dyann E	\$6,388.00		\$6,388.00
Sharon Middle School	Abrams, Amy L	\$89,321.94	\$10,362.26	\$99,684.20
Sharon Middle School	Adams, Elaine G	\$20,826.12	\$525.00	\$21,351.12
Sharon Middle School	Allen, Sherri L	\$85,624.74	\$350.00	\$85,974.74
Sharon Middle School	Alves, Joao M	\$5,830.72	\$340.24	\$6,170.96
Sharon Middle School	Amanatidis-Kotsalidis, Soumela	\$25,070.80	\$350.00	\$25,420.80
Sharon Middle School	Angelos, Mary M	\$26,347.16	\$449.50	\$26,796.66
Sharon Middle School	Archambault, Angela M	\$78,521.91	\$350.00	\$78,871.91
Sharon Middle School	Arno, John J	\$50,169.10		\$50,169.10
Sharon Middle School	Beatrice, Mandy L	\$41,533.36	\$140.00	\$41,673.36
Sharon Middle School	Beatty, Shannon G	\$24,515.89	\$1,394.00	\$25,909.89
Sharon Middle School	Belcher, Julianne	\$92,421.56	\$4,275.25	\$96,696.81
Sharon Middle School	Bolgen, Patricia A	\$7,517.80	\$300.00	\$7,817.80
Sharon Middle School	Brandell, Matthew J		\$7,284.71	\$7,284.71
Sharon Middle School	Brayton, Sandra	\$5,808.00		\$5,808.00
Sharon Middle School	Briggs, Stevi A	\$3,078.62	\$3,078.62	\$6,157.24
Sharon Middle School	Burdett, Meredith B	\$73,373.55	\$830.00	\$74,203.55
Sharon Middle School	Burke, Emily L	\$92,001.56	\$11,030.07	\$103,031.63
Sharon Middle School	Canelli, Rebecca P	\$89,321.94	\$927.00	\$90,248.94
Sharon Middle School	Chen, Ying X	\$11,035.75	\$793.20	\$11,828.95
Sharon Middle School	Chin, Laurie Beth	\$92,001.56	\$927.00	\$92,928.56
Sharon Middle School	Cittadino, Nicholas	\$21,239.64	\$50.00	\$21,289.64
Sharon Middle School	Clark, Stephen S	\$53,835.20	\$22,207.23	\$76,042.43
Sharon Middle School	Clark, Trelane A	\$53,076.96		\$53,076.96
Sharon Middle School	Coco, Dianne	\$87,561.20	\$3,373.04	\$90,934.24
Sharon Middle School	Connors, Jamie L	\$63,950.87	\$950.00	\$64,900.87
Sharon Middle School	Connolly, Joseph J	\$86,721.20	\$927.00	\$87,648.20
Sharon Middle School	Cormier, Victoria L	\$84,443.30	\$10,806.52	\$95,249.82
Sharon Middle School	Coulibaly, Elise M	\$72,358.19	\$3,269.00	\$75,627.19

Location Description	Name	Salary	Other	Total
Sharon Middle School	Davis, Thomas N	\$8,993.21		\$8,993.21
Sharon Middle School	Debrot, Ruth A	\$65,868.26	\$5,324.82	\$71,193.08
Sharon Middle School	Denehy, Julie C	\$39,084.47		\$39,084.47
Sharon Middle School	Desousa, Jorge M	\$4,151.68	\$1,177.60	\$5,329.28
Sharon Middle School	Dewitt, Edward C	\$59,434.72	\$1,744.18	\$61,178.90
Sharon Middle School	Dragonetti, Robyn F	\$22,518.40	\$567.22	\$23,085.62
Sharon Middle School	Eichelburg, Jessica R	\$65,874.92	\$280.00	\$66,154.92
Sharon Middle School	Ellston, Karen M	\$92,001.56	\$593.75	\$92,595.31
Sharon Middle School	Engel, Kendra H	\$82,889.59	\$350.00	\$83,239.59
Sharon Middle School	Ethier, Linda E	\$63,144.98	\$742.50	\$63,887.48
Sharon Middle School	Faria, Brittany M	\$46,947.27	\$2,381.00	\$49,328.27
Sharon Middle School	Feeney, Stephanie	\$69,594.20	\$12,286.70	\$81,880.90
Sharon Middle School	Fine, William B	\$92,501.56	\$350.00	\$92,851.56
Sharon Middle School	Flaherty, Shawn A	\$85,033.30	\$7,377.00	\$92,410.30
Sharon Middle School	Flynn, Amy	\$7,407.86	\$657.40	\$8,065.26
Sharon Middle School	Foran, Daniel	\$4,334.97		\$4,334.97
Sharon Middle School	Fuller, Susanne M	\$92,001.56	\$2,192.25	\$94,193.81
Sharon Middle School	Galford, Judy L	\$16,633.64	\$338.07	\$16,971.71
Sharon Middle School	Glasheen, Joan M	\$39,402.20		\$39,402.20
Sharon Middle School	Goldman, Michelle B	\$33,282.42	\$890.00	\$34,172.42
Sharon Middle School	Gorman, Phyllis	\$22,396.63	\$537.50	\$22,934.13
Sharon Middle School	Greely, William T	\$75,173.01	\$3,886.50	\$79,059.51
Sharon Middle School	Green, Sarah E	\$13,712.90	\$285.56	\$13,998.46
Sharon Middle School	Greene, Kelsea O	\$18,782.16	\$350.00	\$19,132.16
Sharon Middle School	Grefe, Nancy E	\$92,001.56	\$1,465.34	\$93,466.90
Sharon Middle School	Guellnitz, Peter J	\$43,556.28		\$43,556.28
Sharon Middle School	Gulley, Karen S	\$92,841.56	\$1,311.50	\$94,153.06
Sharon Middle School	Gwynn, Heather S	\$8,630.14	\$250.00	\$8,880.14
Sharon Middle School	Hadden, Nicole L	\$65,615.30	\$350.00	\$65,965.30
Sharon Middle School	Hagstrom, Kristin M	\$15,273.48	\$983.25	\$16,256.73
Sharon Middle School	Hallahan, Brett T	\$22,840.83	\$2,217.54	\$25,058.37
Sharon Middle School	Hardy, Annmarie	\$22,540.36	\$737.50	\$23,277.86
Sharon Middle School	Healy, Kelly M	\$71,858.19	\$350.00	\$72,208.19
Sharon Middle School	Herbstzuber, Maureen D	\$60,572.71	\$350.00	\$60,922.71
Sharon Middle School	Holzinger, Donna	\$7,390.64	\$25.00	\$7,415.64
Sharon Middle School	Howarth, Keena B	\$30,388.48	\$252.86	\$30,641.34
Sharon Middle School	Hoxie, Johanna A	\$10,052.20		\$10,052.20
Sharon Middle School	Jardin, Kathleen A	\$51,409.81	\$350.00	\$51,759.81
Sharon Middle School	Johnson, Elizabeth C	\$86,721.20	\$927.00	\$87,648.20
Sharon Middle School	Kaplan, Kathleen A	\$75,593.01	\$5,408.00	\$81,001.01
Sharon Middle School	Kaveti, Suma	\$26,881.87	\$327.38	\$27,209.25
Sharon Middle School	Kaye, Kari	\$17,905.68	\$259.70	\$18,165.38
Sharon Middle School	King, Allyson	\$21,058.77	\$740.75	\$21,799.52
Sharon Middle School	Kowalski, Meaghan M	\$26,082.48	\$1,950.00	\$28,032.48
Sharon Middle School	Kowalski, Richard	\$80,257.76	\$990.00	\$81,247.76
Sharon Middle School	Laithy-Berens, Hebatallah H	\$39,084.47	\$697.00	\$39,781.47
Sharon Middle School	Lanzel, Mathilde A	\$83,029.28	\$1,092.28	\$84,121.56
Sharon Middle School	Lee, Katherine C		\$5,896.32	\$5,896.32
Sharon Middle School	Lehr, Sally E	\$83,920.20	\$1,333.90	\$85,254.10
Sharon Middle School	Li, Mei	\$2,751.03	\$372.96	\$3,123.99
Sharon Middle School	Macks, Shana A	\$53,001.18	\$350.00	\$53,351.18
Sharon Middle School	Magier, Helayne S	\$25,280.64	\$425.00	\$25,705.64

Location Description	Name	Salary	Other	Total
Sharon Middle School	Manning, Caitlyn B	\$60,966.64	\$350.00	\$61,316.64
Sharon Middle School	Marrone, Andrew F	\$75,628.78	\$4,438.00	\$80,066.78
Sharon Middle School	Martin, Jacquelyn A	\$7,520.00		\$7,520.00
Sharon Middle School	Matunis, Emily S	\$85,228.60	\$830.00	\$86,058.60
Sharon Middle School	Mccluskey, Lauren P	\$92,001.56	\$350.00	\$92,351.56
Sharon Middle School	Mcgrath, Kathleen	\$8,143.53	\$1,402.78	\$9,546.31
Sharon Middle School	Mcmorrow, Amanda S	\$23,061.52	\$350.00	\$23,411.52
Sharon Middle School	Michaud, Janice M	\$77,241.10	\$990.00	\$78,231.10
Sharon Middle School	Miller, Ruth G	\$92,001.56	\$7,832.25	\$99,833.81
Sharon Middle School	Montgomery, Peter J	\$15,549.60	\$1,318.81	\$16,868.41
Sharon Middle School	Monty, Ashley J	\$92,001.56	\$350.00	\$92,351.56
Sharon Middle School	Moore, Christine M	\$84,693.30	\$1,311.50	\$86,004.80
Sharon Middle School	Morrison, Laura	\$4,183.52		\$4,183.52
Sharon Middle School	Nathan, Maryalice	\$75,173.01	\$1,345.84	\$76,518.85
Sharon Middle School	Naughton, Janet L	\$85,033.30	\$3,715.00	\$88,748.30
Sharon Middle School	Oppenheim, Jake E	\$62,087.70	\$950.00	\$63,037.70
Sharon Middle School	Ordway, Valerie A	\$85,033.30	\$927.00	\$85,960.30
Sharon Middle School	O'rourke, Kevin M	\$128,780.48	\$1,923.00	\$130,703.48
Sharon Middle School	O'toole, Shay R	\$8,960.00		\$8,960.00
Sharon Middle School	Paluzzi, Michele J	\$27,188.10	\$260.34	\$27,448.44
Sharon Middle School	Pearce, Karen E	\$51,373.12	\$5,312.50	\$56,685.62
Sharon Middle School	Pearlstein, Nancy D	\$84,193.30	\$927.00	\$85,120.30
Sharon Middle School	Pearson, Carrie A	\$85,753.29	\$350.00	\$86,103.29
Sharon Middle School	Piaseczny, Carol A	\$28,146.56	\$4,936.85	\$33,083.41
Sharon Middle School	Pigeon, Adam F		\$4,600.88	\$4,600.88
Sharon Middle School	Pini, Meghan S	\$7,326.96	\$817.94	\$8,144.90
Sharon Middle School	Ramocki, Katie L	\$84,193.30	\$350.00	\$84,543.30
Sharon Middle School	Richards, Susan	\$14,062.52	\$907.40	\$14,969.92
Sharon Middle School	Ripley, Richard W	\$29,203.40		\$29,203.40
Sharon Middle School	Rohan, Sarah A	\$77,966.52	\$350.00	\$78,316.52
Sharon Middle School	Rose, Elizabeth A	\$82,889.59	\$830.00	\$83,719.59
Sharon Middle School	Ruggeri, Celeste	\$22,736.10	\$3,188.28	\$25,924.38
Sharon Middle School	Ruzzo, Victoria A	\$17,395.42	\$785.00	\$18,180.42
Sharon Middle School	Sammons, Esme J	\$86,721.20	\$7,319.00	\$94,040.20
Sharon Middle School	Scarborough, Lisa A	\$91,252.44	\$9,700.00	\$100,952.44
Sharon Middle School	Schechner, Nancy A	\$92,667.32	\$1,043.16	\$93,710.48
Sharon Middle School	Schmicker, Emily H	\$31,987.45	\$2,439.00	\$34,426.45
Sharon Middle School	Scruton, Theresa A		\$5,366.00	\$5,366.00
Sharon Middle School	Sellers, Sarah L	\$27,352.39	\$3,417.89	\$30,770.28
Sharon Middle School	Shinney, Marybeth	\$44,660.96	\$1,263.50	\$45,924.46
Sharon Middle School	Shores, Rosemary	\$85,033.30	\$350.00	\$85,383.30
Sharon Middle School	Shuffain, Cheri A	\$17,170.04	\$726.33	\$17,896.37
Sharon Middle School	Silver, Erinne K	\$74,918.86	\$830.00	\$75,748.86
Sharon Middle School	Sisitsky, Rebecca B	\$36,630.18	\$975.00	\$37,605.18
Sharon Middle School	Smolcha, Laura C	\$90,969.71	\$2,214.77	\$93,184.48
Sharon Middle School	Stein, Rhonda L	\$1,360.00		\$1,360.00
Sharon Middle School	Sullivan, Brittney J	\$56,470.80	\$350.00	\$56,820.80
Sharon Middle School	Szczepanski, Craig J	\$84,193.30	\$10,023.50	\$94,216.80
Sharon Middle School	Talbot, Joyce G	\$85,033.30	\$927.00	\$85,960.30
Sharon Middle School	Tarantino, Scott D		\$2,323.00	\$2,323.00
Sharon Middle School	Tatelman, Audrey B	\$22,310.12	\$1,825.00	\$24,135.12
Sharon Middle School	Thibodeau, Michael D	\$57,737.20	\$38,078.96	\$95,816.16

Location Description	Name	Salary	Other	Total
Sharon Middle School	Trail, Laura	\$92,001.56	\$534.64	\$92,536.20
Sharon Middle School	Tremblay, Sandra R	\$5,776.26	\$250.00	\$6,026.26
Sharon Middle School	Van Cott, Molly	\$63,462.64	\$1,150.00	\$64,612.64
Sharon Middle School	Van Dam, Caryn B	\$25,089.60	\$987.50	\$26,077.10
Sharon Middle School	Vandenabeele, Robert	\$86,721.20	\$534.64	\$87,255.84
Sharon Middle School	Votolato, Raymond A	\$27,327.36	\$374.50	\$27,701.86
Sharon Middle School	Wald, Karen	\$11,976.00		\$11,976.00
Sharon Middle School	Walsh, Christopher M	\$82,183.48	\$1,950.00	\$84,133.48
Sharon Middle School	Warren, Gregory D	\$74,560.98	\$921.40	\$75,482.38
Sharon Middle School	Warriner, Jon D	\$35,950.31	\$89.56	\$36,039.87
Sharon Middle School	Whipple, Mark W	\$84,193.30	\$350.00	\$84,543.30
Sharon Middle School	Whiteside, Kathleen L	\$84,193.30	\$470.00	\$84,663.30
Sharon Middle School	Whitham, Daniel	\$77,001.14	\$350.00	\$77,351.14
Sharon Middle School	Wright, William R	\$1,760.00		\$1,760.00
Sharon Middle School	Zhan, Yumei	\$72,616.10	\$350.00	\$72,966.10
To Be Assigned To Building	Adkoli, Anitha	\$7,693.25	\$80.00	\$7,773.25
To Be Assigned To Building	Ajmal, Aqsa	\$920.00		\$920.00
To Be Assigned To Building	Alkalay, Deborah	\$2,280.00		\$2,280.00
To Be Assigned To Building	Alves, Samantha R	\$3,480.00		\$3,480.00
To Be Assigned To Building	Ames, Anita M	\$8,906.60	\$80.00	\$8,986.60
To Be Assigned To Building	Aramayo, Gabriela	\$315.00		\$315.00
To Be Assigned To Building	Berish, Arielle	\$12,568.15	\$160.00	\$12,728.15
To Be Assigned To Building	Bornstein, Lesley A	\$4,946.64		\$4,946.64
To Be Assigned To Building	Bradford, Dylan A	\$4,646.00		\$4,646.00
To Be Assigned To Building	Cady, Joseph M	\$560.00		\$560.00
To Be Assigned To Building	Callan, Brian	\$3,717.00		\$3,717.00
To Be Assigned To Building	Capone, James J	\$1,320.00		\$1,320.00
To Be Assigned To Building	Chattopadhyay, Mayura	\$10,586.64		\$10,586.64
To Be Assigned To Building	Cimeno, Timothy J	\$10,454.00		\$10,454.00
To Be Assigned To Building	Cook, Judith S	\$4,086.71		\$4,086.71
To Be Assigned To Building	Corcoran, Brendan M	-\$308.21	\$3,485.00	\$3,176.79
To Be Assigned To Building	Cormier, Sharon A	\$1,400.00		\$1,400.00
To Be Assigned To Building	Croke, Caitlyn B		\$325.00	\$325.00
To Be Assigned To Building	Cuoco, Ericka C	\$1,600.00		\$1,600.00
To Be Assigned To Building	Curran, Stephanie	\$1,840.00		\$1,840.00
To Be Assigned To Building	Das, Tribeni	\$930.00		\$930.00
To Be Assigned To Building	Davis, Evangeline	\$1,200.00		\$1,200.00
To Be Assigned To Building	Debaggis, Joanne	\$266.68		\$266.68
To Be Assigned To Building	Diwadkar, Shilpa	\$4,760.00		\$4,760.00
To Be Assigned To Building	Durno, Colleen	\$840.00		\$840.00
To Be Assigned To Building	Faris, Rachel A	\$181.33		\$181.33
To Be Assigned To Building	Fine, Stephanie R	\$1,200.00		\$1,200.00
To Be Assigned To Building	Fireman, Lisa	\$2,640.00		\$2,640.00
To Be Assigned To Building	Fitzpatrick, Brianne	\$6,360.00		\$6,360.00
To Be Assigned To Building	Flynn, Catherine R		\$11,880.00	\$11,880.00
To Be Assigned To Building	Gaffin, Esteandrea C	\$5,330.24		\$5,330.24
To Be Assigned To Building	Gassman, Ronde L	\$420.00	\$600.00	\$1,020.00
To Be Assigned To Building	Greene, Alan	\$760.00		\$760.00
To Be Assigned To Building	Greene, Neil	\$1,320.00		\$1,320.00
To Be Assigned To Building	Hagerty, Theresa	\$360.00		\$360.00
To Be Assigned To Building	Hannan, Melissa	\$7,066.68		\$7,066.68
To Be Assigned To Building	Harris, Iluka	\$80.00		\$80.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Jamal, Kareemah	\$4,822.00		\$4,822.00
To Be Assigned To Building	Jankowski, Samantha R	\$560.00		\$560.00
To Be Assigned To Building	Kahle, Peter T	\$5,120.00		\$5,120.00
To Be Assigned To Building	Kamran, Asifa	\$1,480.00		\$1,480.00
To Be Assigned To Building	Kawalek, Aaron	\$1,000.00		\$1,000.00
To Be Assigned To Building	Kelley, Susan	\$1,120.00		\$1,120.00
To Be Assigned To Building	Khandelwal, Shweta		\$160.00	\$160.00
To Be Assigned To Building	Lane, Jennifer K	\$160.00		\$160.00
To Be Assigned To Building	Lanzel, Joseph	\$4,173.32		\$4,173.32
To Be Assigned To Building	Lazor, Jessica E	\$6,775.00		\$6,775.00
To Be Assigned To Building	Lechtanski, Kenneth	\$1,200.00	\$160.00	\$1,360.00
To Be Assigned To Building	Lieteau, Hallene M	\$320.00	\$3,613.32	\$3,933.32
To Be Assigned To Building	Lombardi, Sandra A		\$100.00	\$100.00
To Be Assigned To Building	Lovett, Andrea L	\$4,274.00		\$4,274.00
To Be Assigned To Building	Luk, Chung	\$6,969.00		\$6,969.00
To Be Assigned To Building	Macarthur, Wendy	\$80.00		\$80.00
To Be Assigned To Building	Mankame, Sheshamala	\$2,306.00		\$2,306.00
To Be Assigned To Building	Maslanka, John S	\$3,720.00		\$3,720.00
To Be Assigned To Building	Mcdonald, Patricia	\$12,321.14	\$240.00	\$12,561.14
To Be Assigned To Building	Mcdonough, Casey	\$800.00		\$800.00
To Be Assigned To Building	Mcdougal, James D	\$1,120.00		\$1,120.00
To Be Assigned To Building	McLaughlin, Casey	\$1,293.32		\$1,293.32
To Be Assigned To Building	Mcsweeney, Erina M	\$5,025.01		\$5,025.01
To Be Assigned To Building	Micheroni, Diane M	\$6,388.00		\$6,388.00
To Be Assigned To Building	Middleman, Lauren	\$1,073.00		\$1,073.00
To Be Assigned To Building	Mindes, Barry H	\$7,751.98	\$160.00	\$7,911.98
To Be Assigned To Building	Morris, Kayla	\$5,730.00		\$5,730.00
To Be Assigned To Building	Moses, Erica	\$720.00		\$720.00
To Be Assigned To Building	Naughton, Christopher	\$1,800.00		\$1,800.00
To Be Assigned To Building	Norton, Shara M		\$6,644.00	\$6,644.00
To Be Assigned To Building	Pai, Sonal	\$7,519.92	\$160.00	\$7,679.92
To Be Assigned To Building	Poliferno, Andrew R	\$4,745.00		\$4,745.00
To Be Assigned To Building	Poliferno, Heather L	\$6,644.00		\$6,644.00
To Be Assigned To Building	Rabinowitz, Linda	\$192.32		\$192.32
To Be Assigned To Building	Rajkumar, Vanithamani	\$6,880.00		\$6,880.00
To Be Assigned To Building	Ramji, Jayanthi	\$4,053.28	\$120.00	\$4,173.28
To Be Assigned To Building	Raphael, Gabrielle	\$112.50		\$112.50
To Be Assigned To Building	Rogers, Michele	\$1,126.32		\$1,126.32
To Be Assigned To Building	Ross, Elliot T	\$160.00		\$160.00
To Be Assigned To Building	Ruggeri, Celeste		\$4,616.18	\$4,616.18
To Be Assigned To Building	Ruzzo, Victoria A	\$3,268.16		\$3,268.16
To Be Assigned To Building	Sadler, Heidi	\$40.00		\$40.00
To Be Assigned To Building	Schneider, Jessica	\$80.00		\$80.00
To Be Assigned To Building	Sherman, Linda D	\$1,179.97		\$1,179.97
To Be Assigned To Building	Shocket, John D	\$7,550.00		\$7,550.00
To Be Assigned To Building	Shuffain, Cheri A	\$1,600.00		\$1,600.00
To Be Assigned To Building	Silk, Wendy	\$3,639.32	\$160.00	\$3,799.32
To Be Assigned To Building	Sivakumar, Revathi	\$7,879.92		\$7,879.92
To Be Assigned To Building	Staulo, Mary A	\$21,349.72	\$350.00	\$21,699.72
To Be Assigned To Building	Stoller, Susan	\$680.00		\$680.00
To Be Assigned To Building	Suresh, Santhanalakshmi	\$10,919.96	\$160.00	\$11,079.96
To Be Assigned To Building	Tischler, Judith	\$1,320.00		\$1,320.00

Location Description	Name	Salary	Other	Total
To Be Assigned To Building	Torbin, Jacqueline	\$4,400.00		\$4,400.00
To Be Assigned To Building	Vemparala, Vasanthi	\$1,280.00		\$1,280.00
To Be Assigned To Building	Vitulli, Beth M	\$7,040.00		\$7,040.00
To Be Assigned To Building	Wiley, Beth S	\$4,079.96	\$120.00	\$4,199.96
To Be Assigned To Building	Wong, Evelyn	\$8,315.69		\$8,315.69
To Be Assigned To Building	Zenlea, Sara	\$200.00	\$40.00	\$240.00
Town Hall	Levitts, Rachele		\$245.20	\$245.20

Important Telephone Numbers

	<u>Emergencies</u>	<u>Regular Business</u>
Fire Department	911	781-784-1522
Police Department	911	781-784-1587
Highway / Water		
<i>Weekdays</i>	781-784-1525	
<i>Nights, Weekends, Holidays</i>	781-784-1587	

For Questions on:

Call:

Phone:

Animal Control	Animal Control Officer	781-784-1513
Assessments/Abatements	Assessor's Office	781-784-1507 x1207
Births/Deaths/Marriages	Town Clerk	781-784-1500 x1201
Building Permits/Zoning	Building Department	781-784-1525 x2310
Cable Problems	Comcast	800-934-6489
Conservation/Environment	Conservation Commission	781-784-1511
Dog Licenses	Town Clerk	781-784-1500 x1201
Elections/Voter Registration	Town Clerk	781-784-1500 x1201
Electric Permits	Wiring Inspector	781-784-1525 x2310
Fire - Routine Business	Fire Department	781-784-1522
Fuel Assistance	Self Help, Inc.	800-225-0875
Gas Permits	Gas Inspector	781-784-1525 x2310
Health Clinics	Board of Health	781-784-1500 x1141
Health/Sanitation	Board of Health	781-784-1500 x1206
Library	Public Library	781-784-1578
Plumbing Permits	Plumbing Inspector	781-784-1525 x2310
Police - Routine Business	Police Department	781-784-1587
Public Assistance	Transitional Assistance	800-529-1599
Recreation	Recreation Department	781-784-1530
Roads/Potholes	Department of Public Works	781-784-1525 x2314
Schools	Superintendent's Office	781-784-1570
Seniors/Elders	Council on Aging	781-784-8000
Social Services	Council on Aging	781-784-8000
Taxes, Payment of	Tax Collector's Office	781-784-1500 x1200
Trash/Recycling Collection	Republic Services	800-825-3260
Veterans Affairs	Veterans Agent	781-784-1500 x1180
Water	Department of Public Works	781-784-1525 x2315



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